

“AS I SAID IN MY INAUGURAL ADDRESS, MY FIRST JOB IS **TO MAKE SURE EVERY MISSISSIPPIAN WHO WANTS A JOB CAN FIND A JOB.**”

- Governor Phil Bryant



Workforce Innovation and  
Opportunity Act in Mississippi  
**PROGRAM YEAR 2018**  
**ANNUAL REPORT**

July 1, 2018, to June 30, 2019

# Workforce Innovation and Opportunity Act in Mississippi 2018 Annual Report

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*The contents of this report and additional information may be found online at [mdes.ms.gov](http://mdes.ms.gov).*

We recognize that the strength of the workforce and the skills and education of workers are critical to the continued success of the Mississippi economy.



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY  
OFFICE OF THE GOVERNOR

Dear Friends:

I have the honor to submit Mississippi's 2018 Annual Statewide Performance Report Narrative for the Workforce Innovation and Opportunity Act. This report highlights the efforts of the Mississippi Department of Employment Security (MDES) and its workforce partners to help every Mississippian be work- or career-ready and secure his or her dream job right here at home.

Under Mississippi's WIOA Combined Plan, from the moment one enters the education and workforce system, he or she will be presented with the necessary tools to choose and pursue a career pathway that is relevant to current and future labor markets. Similarly, from the moment current and prospective businesses enter into a partnership with Mississippi's education and workforce system, resources will be immediately aligned to cultivate the sustainable, high-performance workforce critical for maintaining and expanding businesses' long-term economic viability. These combined efforts create better and more sustainable employment opportunities for Mississippians.

The collaboration of the agencies and programs in the State's Combined Plan and the WIOA Hub System allows individuals to enter the doors of a partner and/or online system and receive access to services such as job search assistance, employment and training programs, unemployment insurance, human services, vocational rehabilitation, and adult basic education.

I hope you enjoy reading about the work and accomplishments of Mississippi's workforce system. We recognize that the strength of the workforce and the skills and education of workers are critical to the continued success of the Mississippi economy. Mississippi has fully embraced the opportunities provided by WIOA. MDES continues our commitment to ensure that all Mississippians have access to the training and support necessary to follow a quality career path that leads to economic prosperity for all.

Sincerely,

A handwritten signature in black ink that reads "Jacqueline A. Turner". The signature is written in a cursive, flowing style.

Jacqueline A. Turner  
EXECUTIVE DIRECTOR

# STATE PLAN STRATEGIC VISION AND GOALS

Governor Bryant challenged all workforce and education stakeholders to develop a workforce plan centered on an effective and efficient state workforce development system designed to meet the demands of Mississippi's current and future job seekers and businesses.

Mississippi's Combined Plan includes the six required state programs—the Adult Program, the Dislocated Worker Program, the Youth Program, the Adult Education and Family Literacy Act Program, the Wagner-Peyser Act Program, and the Vocational Rehabilitation Program—along with Temporary Assistance for Needy Families (TANF), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA), Jobs for Veterans State Grants Program (JVSG), and Senior Community Service Employment Program (SCSEP).

This report showcases the six required state programs.

## Title II. Adult Education

Supporting Governor Bryant's efforts in closing the gap between the demand and supply of workers with specialized skills beyond high school, the Office of Adult Education (OAE) plays a key role in creating, establishing, and implementing the Smart Start Pathway Course. The course consists of 45 hours of intensive career development, assessment, financial literacy, ACT WorkKeys® Curriculum, and employment essential skills. The Smart Start Pathway Course is designated as course number SSP 1002 where students have the opportunity to receive 2 or 3 hours of college credit.

**The ACT WorkKeys Curriculum** is a strategic part of the Smart Start Pathway Course and is designed to help participants reach foundational career readiness, enhance cognitive skills, and acquire skills critical to workplace success. The ACT WorkKeys Curriculum prepares participants for three WorkKeys Assessments that employers deem necessary for workplace success: Applied Math, Graphic Literacy, and Workplace Documents which lead to the National Career Readiness Certificate (NCRC).



## Re-entry

Understanding that 90-95% of incarcerated individuals will return to various communities, the OAE and Mississippi Department of Corrections (MDOC) have strengthened partnerships so inmates are better equipped when seeking employment.

For the program year 2018:

- Throughout Mississippi's correctional facilities, 371 inmates were enrolled in Smart Start.
- Smart Start Credentials were awarded to 142 inmates.
- This success is attributed in large part to specifically designed training for correctional staff that has taken place throughout the program year.

## Community College

Effective July 1, 2017, the Smart Start Pathway Course (SSP 1002) was created allowing college credit to be issued to individuals who receive a Smart Start Credential. Several Mississippi community colleges have adopted SSP 1002 and incorporated it into their course offerings for college level students.

## Distance Learning

In January 2019, The Office of Adult Education conducted a pilot program with seven adult education programs to deliver Smart Start in Canvas, an online format, to meet the diverse needs of students. From January 1, 2019, to June 30, 2019, **190 adult education students** were considered online learners with **62 completing the course** with a Smart Start Credential.

## Resources

Each program has a **Transition Specialist** who assists and serves as support to Adult Education students, including English as a Second Language, as well as a working partnership with core and strategic partners to implement requirements outlined in the Workforce Innovation and Opportunities Act (WIOA). This position will provide transition services to adult education students, including post-secondary education and career training advice, while being responsible for the development of students transitioning from the adult education program.

Office of Adult Education successes are as follow:

- **46% of students** that exited program were employed 2nd quarter after exit
- **46% of students** that exited program were employed 4th quarter after exit

The Office of Adult Education (OAE) has also seen a direct correlation between Educational Functioning Level Gains (EFL) in adult education students who study through ACT WorkKeys Curriculum:

| EFL     | GRADE EQUIVALENCY | # OF STUDENTS WHO RECEIVED SMART START CREDENTIAL | # OF SMART START STUDENTS WHO RECEIVED AN EFL GAIN FY18-19 | PERCENTAGE |
|---------|-------------------|---|--|------------|
| Level 1 | K-1               | 56  | 42   | 75%        |
| Level 2 | 2nd – 3rd         | 634   | 412  | 65%        |
| Level 3 | 4th – 5th         | 615   | 448  | 73%        |
| Level 4 | 6th – 8th         | 250   | 184  | 74%        |

## SMART START PATHWAY

| EDUCATIONAL SKILLS  | EMPLOYABILITY SKILLS  |                                     |
|---|-----------------------|-------------------------------------|
| WorkKeys Curriculum:<br>Applied Math<br>Workplace Documents<br>Graphic Literacy | CAREER AWARENESS      | NECESSARY SKILLS                    |
| National Career Readiness Certificate (NCRC)                                    | Career Goals          | Communication & Teamwork            |
|   | Job Search Strategies | Problem Solving & Critical Thinking |
|   | Financial Literacy    | Employer Expectations               |

### Outcomes

Since 2015, adult education programs have been dedicated to ensuring every student enrolling in an adult education course will participate in the Smart Start Pathway Course. After completing the Smart Start Pathway Course with a Bronze or higher on the ACT WorkKeys Assessments, resulting in a National Career Readiness Certificate (NCRC), students are awarded the Mississippi Smart Start Credential. The Smart Start Credential exemplifies to employers that students not only have the technical skills needed for employment, but most importantly, they have the essential skills needed to retain employment.

The following results show Adult Education of Mississippi is one of the major players when it comes to assisting with our state's workforce participation rate:

| PROGRAM YEAR | SMART START CREDENTIALS | NATIONAL CAREER READINESS CERTIFICATE |
|--------------|-------------------------|---------------------------------------|
| 2015         | 20                      | 24                                    |
| 2016         | 581                     | 537                                   |
| 2017         | 2,154                   | 2,724                                 |
| 2018         | 2,992                   | 3,817                                 |

# Adult Education Success Stories

Adult education in Mississippi is purposely making strides in helping students transition to post-secondary education or training which will eventually lead them to a sustainable living wage.



**Megan Brady, Northeast MS CC**



Megan Brady and Jennifer Martin are just two examples of the opportunities afforded to our students and reiterating the purpose of adult education is so much more than just getting your high school equivalency diploma.

Megan Brady walked into the Northeast Mississippi Community College (NEMCC) adult education's Smart Start Pathway Course in the fall of 2017 to begin her educational journey. Like many others, she had dropped out of high school to take care of her family. After nearly ten years, Ms. Brady decided that it was time to get a high school equivalency (HSE). However, she needed help to accomplish her goals. She enrolled in the Smart Start program at NEMCC where she completed the program and earned that HSE. She also earned a silver level on the NCRC; obtained job skills; work ethics, and college credit.

After meeting with a transitions specialist, Ms. Brady was referred to the MI-BEST program. She completed the team-taught classes with a 4.0 and continued as a full-time student at NEMCC.

In May 2018, Ms. Brady was accepted into the Licensed Practical Nursing program, and just two months after that time, she was accepted

into the Associate Degree Nursing program. Ms. Brady is in her third semester of nursing school, maintains a 3.7 GPA, is a member of NEMCC's Phi Theta Kappa chapter and is expected to graduate May 2020.

Jennifer Martin has overcome many hardships in her life. She dropped out of high school during her senior year when her baby girl was born with many health issues. Her family needed her more than she needed an education at that point. During the grieving process following her baby's death, Ms. Martin realized that she wanted the ability to help others to pay back those who had helped her child.

Ms. Martin was very nervous about going back to school but contacted the adult education program at Meridian Community College to ask for help. She began the Smart Start program and began taking classes to earn a high school equivalency (HSE). Ms. Martin earned the Smart Start credential in June 2017, the HSE in December 2017, and then enrolled in the MI-BEST Certified Nursing Assistant program to continue pursuing her educational goals.

Ms. Martin is currently enrolled in the Emergency Medical Technician program and is scheduled to complete the paramedics training in 2020.



*"You have to have compassion. Yes, you're going to get paid, but that's not the bigger picture. You can make a difference in lives."*

**JENNIFER MARTIN**

GED/CNA/EMT • PARAMEDIC BY 2020

**MERIDIAN**  
COMMUNITY COLLEGE



## Title IV. General Vocational Rehabilitation and Vocational Rehabilitation for the Blind



Office of Vocational Rehabilitation (OVR) assists eligible individuals with disabilities and Office of Vocational Rehabilitation for the Blind (OVRB) assists eligible individuals who are Blind, Deaf-Blind, and Visually Impaired prepare for, secure, retain, advance in, or regain employment in careers that are consistent with the individual's unique employment factors - strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. Vocational Rehabilitation (VR) begins with an assessment to help determine the individual's employment factors. The counselor and the client work together to develop an Individualized Plan for Employment (IPE) that outlines the employment objective and the VR services required to meet the employment goal.

### OVR Services Include, but Are Not Limited to:

#### **PRE-EMPLOYMENT TRANSITION AND TRANSITION SERVICES**

Pre-Employment Transition Services (Pre-ETS) and Employment Transition Services (ETS) for potentially eligible and eligible students with disabilities include Job Exploration Counseling, Work-Based Learning Experiences, Counseling on Enrollment in Postsecondary Training Opportunities, Workplace Readiness Training, and Instruction in Self-Advocacy including Peer Mentoring. OVR/OVRB collaborates with local school districts statewide to assist students in making a successful transition from secondary school life to employment or training. Those served include: Potentially Eligible students with disabilities – 2,391; Transition Students – 3,609; Transition Students served by OVRB – 676. OVR/OVRB also provided several ETS and Pre-ETS training programs, conferences, and boot camps around the state.

#### **CAREER SERVICES**

Career Services include VR Counseling and Guidance, Assessment, Diagnosis and Treatment of Impairments, Job Prep/Job Search, Job Placement, Short-Term Job Training, Assistive Technology, Benefits Counseling and Supported Employment. The IPE for individuals may include one or more of these services. Some individuals require more assistance than others to reach the ultimate goal of getting and keeping a job. 682 were placed in employment and remain in contact with the VR Career Counselors to ensure that the individual has a good job match.

#### **TRAINING SERVICES**

Training Services include College/University Training, Training at a Junior or Community College, Occupational or Vocational Training, On-the-Job Training, Apprenticeship Training, and Industry Customized Training.



**DEAF AND HARD OF HEARING SERVICES:**

OVR provides services to individuals who are deaf, hard of hearing, or late-deafened to assist them in preparing for, securing, retaining, advancing in, or retaining employment. Rehabilitation Counselors for the Deaf work with consumers to help them make informed choices about their career goals and assist them in identifying and obtaining the specialized services and assistive technology equipment needed to help them meet their goal. OVR Deaf and Hard of Hearing Services served 2,764 individuals: 1,050 individuals secured, retained, advanced in, or regained employment.

**SUPPORTED EMPLOYMENT:**

Many clients require more extensive support services in order to adjust to or remain on the job. This support is provided through a vocational training instructor or job coach. Supported Employment served 275 individuals and 37 obtained and retained employment.

**PROJECT SEARCH:**

Project SEARCH is a national program whose primary objective is to secure competitive employment for people with disabilities. Project SEARCH provides internships and education leading to Competitive Integrated Employment.

**COMMUNITY REHABILITATION PROGRAMS:**

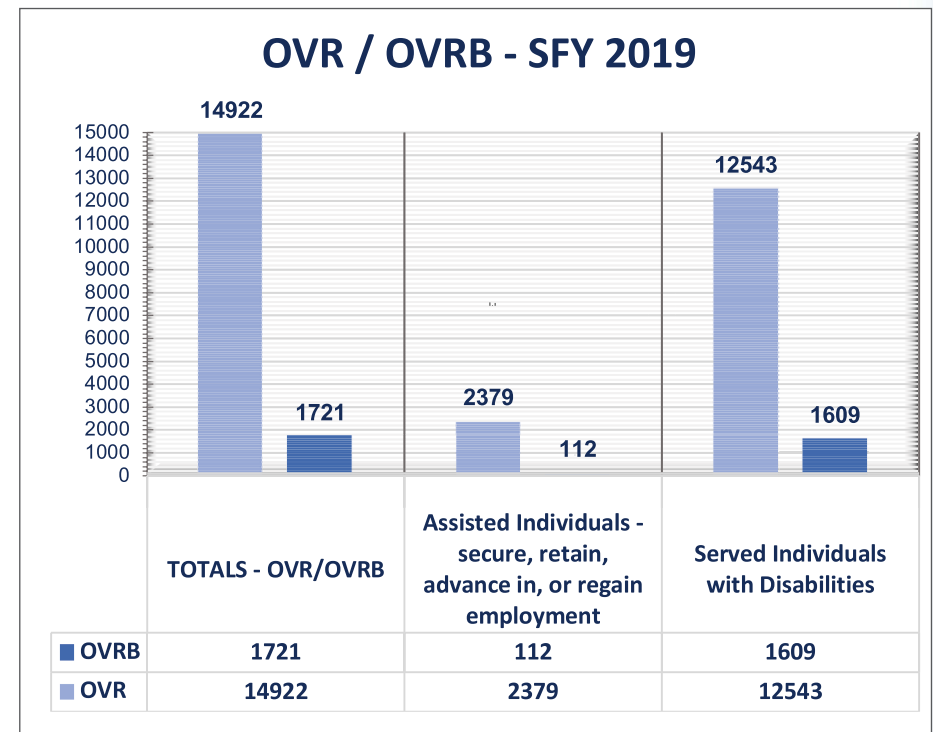
OVR is able to expand the delivery of VR services for individuals with disabilities across the state by collaborating and entering into cooperative agreements with other Community Rehabilitation Programs. These programs offer a range of VR services to meet the needs of the individuals we serve. In addition, 15 Community Rehabilitation Programs (AbilityWorks) are administered by OVR. These programs provide vocational evaluations, work adjustment training, and customized training for individuals with disabilities who are referred by their VR Counselor. AbilityWorks also establishes cooperative agreements with local businesses to provide work experience in the community, customized training, and on-the-job training. 1,830 individuals were served last year.

- Addie McBryde Rehabilitation Center for the Blind provides traditional intensive evaluation, training, and adjustment services on the campus of the University of Mississippi Medical Center. Training was provided to 112 consumers.
- AbilityWorks, Inc. – Olive Branch – Sephora Targeted Customized Training is designed to meet the specific skill needs of Sephora. The individuals complete a nine-week training program, working directly on the Sephora workfloor in conjunction with Sephora classroom training. During the training, individuals learn and perform critical tasks with the goal of being hired upon the completion of the training program. The first training class started August 14, 2017, and since then, more than 70 individuals have been trained and hired after completing the Sephora customized training.

| IN SFY 2019, OFFICE OF VOCATIONAL REHABILITATION SERVICES   | IN SFY 2019, OFFICE OF VOCATIONAL REHABILITATION SERVICES FOR THE BLIND  |
|---|--|
| Served 12,543 individuals with disabilities and assisted 2,379 individuals secure, retain, advance in, or regain employment | Served 1,609 individuals with disabilities and assisted 112 individuals secure, retain, advance in, or regain employment |

## BENEFITS COUNSELING – WORK INCENTIVE PLANNING AND ASSISTANCE (WIPA), TICKET TO WORK AND COST REIMBURSEMENT:

- Under a system of Work Incentives, eligible individuals with disabilities can look for work, obtain a job, and continue to receive Social Security Insurance (SSI) or Social Security Disability Insurance (SSDI) benefits until they are able to support themselves. These incentives help remove barriers to work so that beneficiaries can find the right job and succeed in the workplace. Benefits Counseling is available to VR consumers by Certified Work Incentive Counselors under the Vocational Rehabilitation for the Blind program. 1,171 clients received Information/Referral Services, 705 consumers with an employment goal received individualized WIPA Services, and 251 transition aged youth were referred (49 from the WIPA helpline, 187 from VR, and 15 from other Service providers).
- The Ticket to Work Program is a voluntary program that provides beneficiaries, ages 18-65, choices for receiving employment services while increasing the providers to serve these individuals. The Social Security Administration (SSA) provides disability beneficiaries with a “ticket” (not a physical ticket) that may be used to obtain VR services and/or support from an Employment Network of their choice. Vocational Rehabilitation is an Employment Network and had 2,069 tickets assigned from SSA in PY18.
- Cost Reimbursement is a program in which the Social Security Administration reimburses OVR for the cost of services provided to eligible SSI/SSDI recipients. The services must result in the individual returning to work for at least nine continuous months at a substantial earnings level, which is referred to as Substantial Gainful Activity (SGA).



## INTERNSHIP PROGRAMS:

Fifty-seven individuals with disabilities, ages of 18 – 25, participated in the 4th Annual Summer Internship program. OVR increased the number of college and high school students that received pre-employment work-based learning experiences. Twenty-three individuals who are blind or visually impaired participated in the OVRB 5th Summer Internship program.

# Titles I & III: Measuring Service and Data Quality

Data for the WIOA customer satisfaction ratings were collected through a telephone survey of job seekers and businesses in Mississippi who participated in WIOA Titles I and III workforce programs. Eligible job seekers had received help finding a job within the last several months and were either adults or dislocated workers. Eligible businesses have received a substantial service that had either been completed or was ongoing at the time of the survey. In order to improve the response rate, a letter was mailed to each participant to be surveyed prior to conducting the telephone survey. A total of 1,000 surveys were completed, with each group accounting for 500 surveys, as follows.

| SURVEY COMPLETION RESULTS |                     |                   |               |
|---------------------------|---------------------|-------------------|---------------|
|                           | SURVEY PARTICIPANTS | SURVEYS COMPLETED | RESPONSE RATE |
| <b>Job Seeker</b>         | 610                 | 500               | 81.97%        |
| <b>Businesses</b>         | 553                 | 500               | 90.42%        |

Results being generalized to each type of customer indicate that both businesses and job seekers are satisfied with the services they received from the local WIN Job Centers. This suggests that local WIN Job Centers are consistently meeting the needs of their customers. Overall, the state-level results are largely reflected across WIOA areas, indicating that job seekers and businesses are satisfied with the services they are receiving from the WIN Job Centers in their area.

## Survey Questions

Three questions were used to determine how satisfied job seekers and businesses were with the services they received. Question 1 asked job seekers or businesses to rate their overall satisfaction with the services received. Question 2 asked how closely the services received met the expectations of the job seeker or business. Question 3 asked if the services received were ideal for an individual or business in the same circumstances.

*Responses from each of the three questions were given equal weights and the results are as shown in the following tables.*

| 2018 JOB SEEKER SATISFACTION |       |
|------------------------------|-------|
|                              | RATE  |
| Delta                        | 80.63 |
| MS Partnership               | 77.90 |
| Southcentral                 | 71.53 |
| Twin Districts               | 75.50 |
| <b>State Average</b>         | 76.70 |

| 2018 BUSINESS SATISFACTION |       |
|----------------------------|-------|
|                            | RATE  |
| Delta                      | 77.20 |
| MS Partnership             | 72.23 |
| Southcentral               | 76.50 |
| Twin Districts             | 77.63 |
| <b>State Average</b>       | 75.33 |

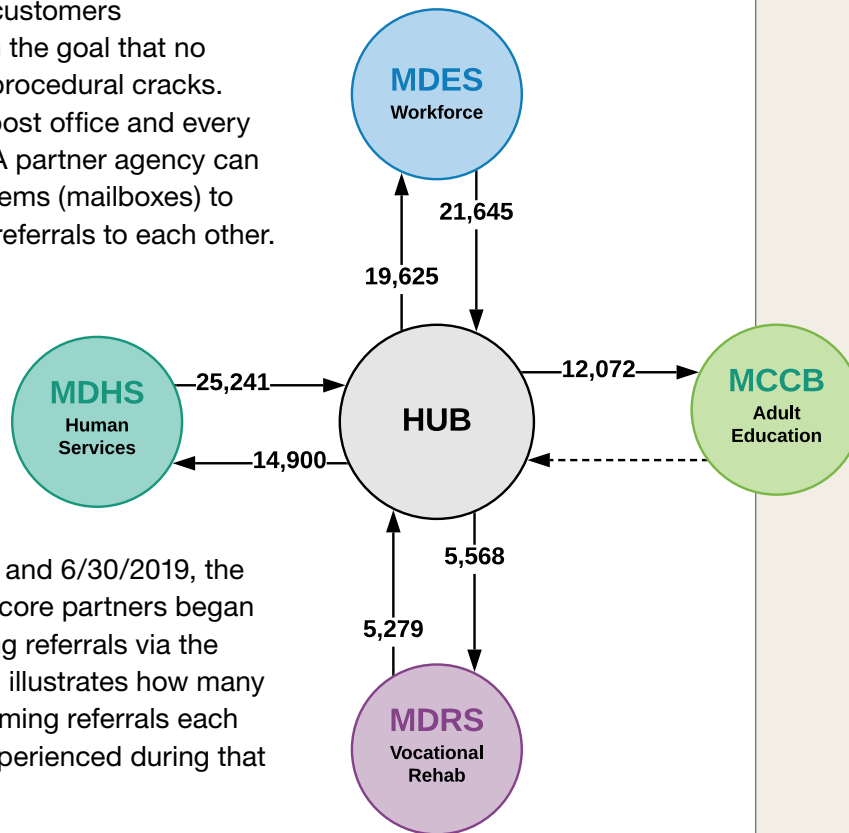
In addition to sharing the annual results with the local workforce areas and agency management, the MDES staff also participates in quarterly meetings with workforce managers ensuring that customer satisfaction remains a high priority. Feedback will be used by the four local workforce areas and results incorporated in customer service training for staff in the WIN Job Centers.

# WIOA Hub

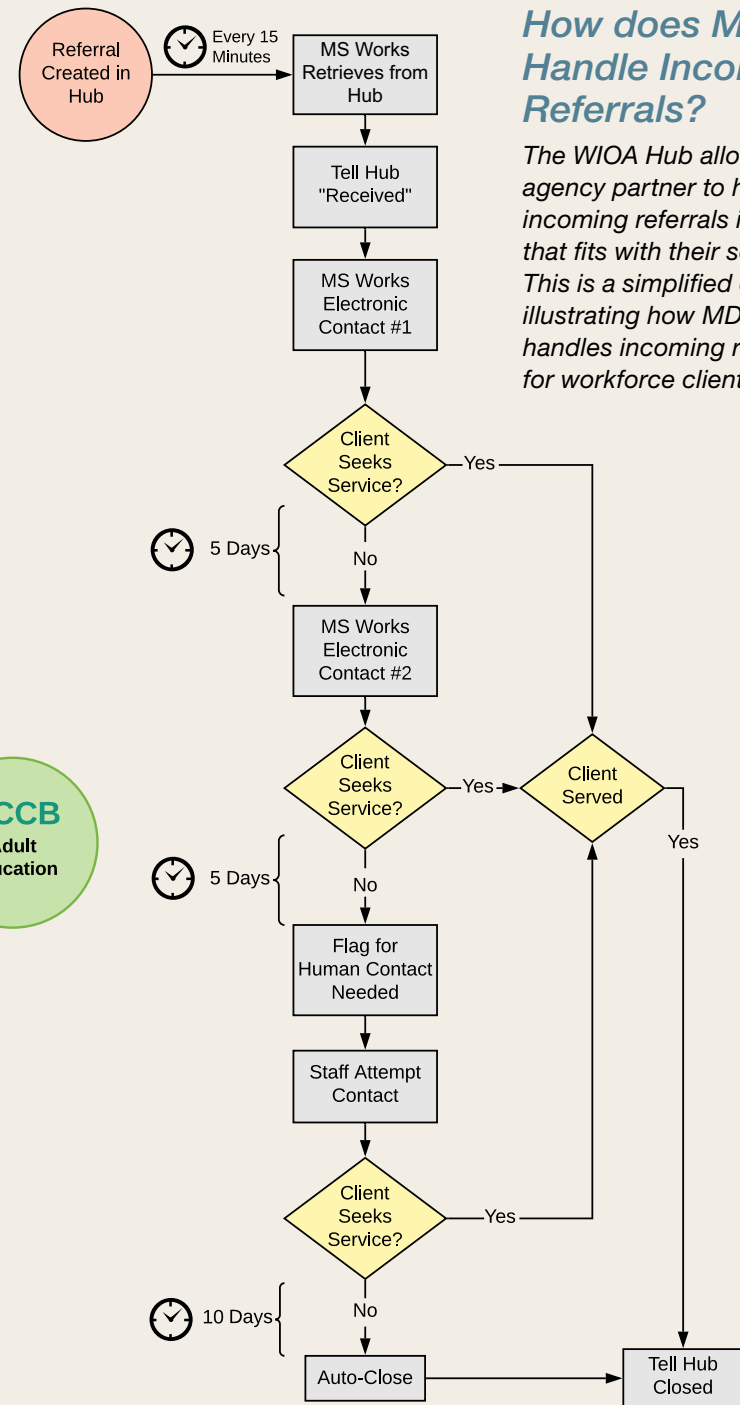
Mississippi designed and developed a centralized system called the “WIOA Hub” to assist individuals across the WIOA partner agencies. The Hub allows agencies to work together to ensure that customers get connected to the services they need to succeed.

## Referrals

The Hub plays a key role in allowing agencies to refer customers electronically, with the goal that no one falls through procedural cracks. The Hub is like a post office and every participating WIOA partner agency can use their own systems (mailboxes) to send and receive referrals to each other.



Between 7/1/2018 and 6/30/2019, the Mississippi WIOA core partners began sharing or receiving referrals via the Hub. This diagram illustrates how many outgoing and incoming referrals each partner system experienced during that time period.



## How does MDES Handle Incoming Referrals?

The WIOA Hub allows each agency partner to handle incoming referrals in a way that fits with their services. This is a simplified diagram illustrating how MDES handles incoming referrals for workforce clients.

## State Longitudinal Data System (SLDS)

Mississippi received the WDQI supergrant because our State Longitudinal Data System (SLDS) is one of the most mature in the United States.

### WHAT IS LONGITUDINAL DATA?

Longitudinal data are accumulated over time and provide an opportunity to identify and track progress and/or trends.

### WHAT IS SLDS?

SLDS is a state system that uses state data as a valuable resource for understanding how to improve services, ensure good educational outcomes, and guarantee training that leads to good jobs. The data for Mississippi's SLDS are provided by state agencies that serve Mississippians in the areas of education, human services, corrections, vocational rehabilitation services, and employment security. This provides a complete picture of the state.

### HOW DOES THE SLDS HELP EVERY MISSISSIPPIAN?

There are many ways that SLDS helps, but one clear example is in the area of economic development. Imagine you wanted to start a company in Mississippi that uses pine wood to make custom furniture. One look around shows that there are plenty of pine trees, but what about skilled workers? The SLDS allows prospective companies to see Mississippi's people as clearly as they see the trees. SLDS data provide an accurate picture of available workers, including the training pipeline, that a company can use when deciding to locate in Mississippi, giving Mississippi a huge advantage.

## Workforce Data Quality Initiative

Mississippi received a Workforce Data Quality Initiative (WDQI) supergrant from USDOL to connect the State Longitudinal Data System (SLDS), called LifeTracks, to the Workforce Innovation and Opportunity Act (WIOA) implementation.

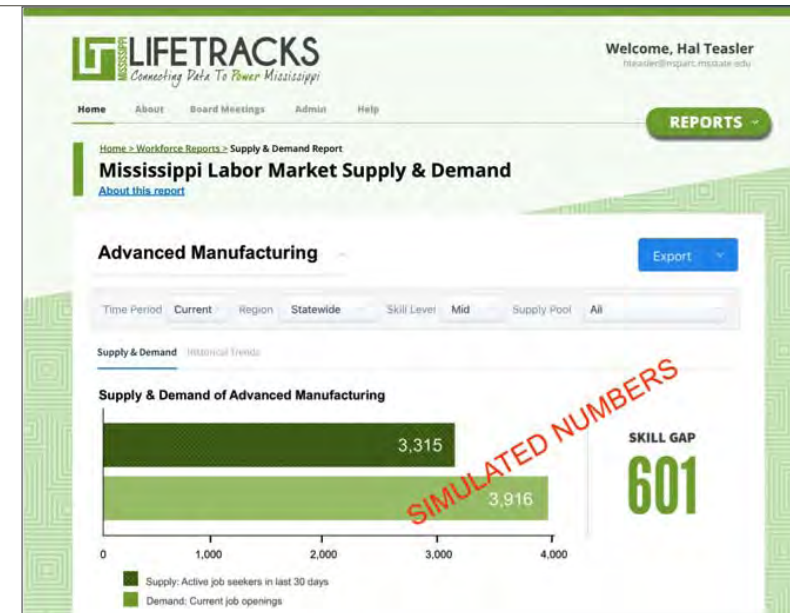
As part of this grant, Mississippi is developing some great tools relating to careers and workforce training that will soon be available online.

### Supply and Demand Tool

This tool will enable a comparison between supply and demand for labor in various key occupations in the Mississippi workforce. It will allow drill down by state region, time period, industry, and skill level required.

### How Can I Learn More?

The Mississippi SLDS maintains a website that can be found at <https://lifetracks.ms.gov/>. A variety of reports are available on the site as indicated by the sample above that shows how many public university freshmen return for another year of college.



# Apprenticeship

An increasing number of job opportunities and low unemployment rates mean there are not enough people to fill middle-skill jobs in Mississippi. Apprenticeship is one way we are filling the middle-skill gap. The Mississippi Registered Apprenticeship Program is changing lives, providing more sustainable wages, and promoting a better quality of life for many Mississippians. Apprenticeship in Mississippi is gaining new ground as the state receives new funding from the statewide Apprenticeship State Expansion Grant (ASE) and new guidance provided by DOL regarding Non-Registered Apprenticeships.

Since 2016, Mississippi has received a total of four Apprenticeship grants and created new partnerships under the leadership of the Mississippi Apprenticeship Program (MAP). MAP partners include the Governor's Office, the Mississippi Department of Employment Security (MDES), Mississippi Department of Human Services (MDHS), Mississippi Department of Rehabilitation Services (MDRS), Mississippi Department of Education (MDE), the Mississippi Community College Board (MCCB), and the Mississippi Development Authority (MDA). This collaboration has improved communication and accountability for MAP's expansion goals.

Mississippi currently has 8 new Registered Apprenticeship programs, 202 new businesses, and 1,263 registered apprentices. Mississippi is breaking into new industry sectors such as Finance and Banking, Hospitality and Tourism, and Information Technology, which will train individuals for the jobs of the future.



*MDES Executive Director, Jackie Turner, spoke at the Keesler Federal Credit Union & Mississippi Apprenticeship Program, 2019 Branch Manager Apprenticeship Program Graduation Ceremony on Thursday, November 7.*

*The online program is part of a partnership between MDES, Mississippi Community College Board, Mississippi Gulf Coast Community College and Keesler Federal Credit Union.*

## Success Story: Keesler Federal Credit Union Bank Branch Manager Apprenticeship Program

In the Fall of 2017, Keesler Federal Credit Union's (KFCU) new CEO Andy Swoger asked his HR team to create leadership and educational opportunities that would develop KFCU employees. KFCU is an international credit union headquartered in Biloxi, MS, serving 188,000 air force and civilian members; and is the largest Credit Union in Mississippi. Mississippi Gulf Coast Community College (MGCCC) pitched the Apprenticeship Model to Keesler and found a great fit. Keesler's Registered Apprenticeship (RA) program is a 2-year, 4,288-hour Bank Branch Manager Apprenticeship, with the Related Technical Instruction (RTI) being provided online to 28 apprentices located among the 24 Keesler locations across south Mississippi and Louisiana.

Serving Keesler Federal required MGCCC to become an RA Sponsor, set up the RTI that would consist of 21 credit hours rather than a 60-hour Associate degree program, and run the RTI through the College's online credit classes platform. Although this new Apprenticeship program design was difficult to implement, each time an obstacle was reached, the MGCCC and Keesler team talked through the challenge and found a solution. Not a person at the college said "No, it can't be done." It was truly an MGCCC team effort to bring this first-in-the-State, online, financial industry Apprenticeship program to life.

### MGCCC AND KFCU LEARNED THAT:

- Creating an individualized Apprenticeship program for a company requires persistence and creative thinking.
- Employees will sacrifice personal time if they believe it is worth the effort. Neither partner was sure that employees would want to take Apprenticeship program classes at night, on their own time and at their own expense.
- Three online classes per week proved to be too much for one semester. Full-time jobs and family responsibilities, combined with schoolwork at night, placed extreme stress on many of the Apprentices who ranged in age from early 30's to 60's.

# GOVERNOR'S RESERVE FUNDING

## Jobs for Mississippi Graduates Inc. (JMG): Preparing Mississippi's Workforce of Today and Tomorrow

For over 25 years Jobs for Mississippi Graduates Inc. (JMG) has provided employability skills training to middle school students, high school students, and young adults aged 18-24 to ensure the successful transition of youth into the workforce. Leaders from business, government, and the local community partner with JMG to propel youth into the workforce. These partnerships with JMG result in the effective coordination of educational attainment, character development, and workforce development.

JMG implements a curriculum that encompasses over 81 competencies that include career development skills, job attainment skills, job survival skills, basic skills, leadership skills, and workplace skills. JMG is currently providing services to over 2,000 youth across the state of Mississippi from Panola County to Harrison County. JMG partners with school districts to implement the in-school curriculum, and have three out-of-school sites in Harrison, Walthall, and Hinds Counties. JMG has a faculty of 49 teachers, a staff of eight, and a board of directors that represents four financial institutions (Regions, BancorpSouth, Trustmark, and Hope Credit Union); has representatives from Nissan, Ingalls Shipbuilding, Merritt Health, Chevron Oil Refinery, Entergy, ATT, and Monsanto; and representatives from Institutions of Higher Learning, Mississippi Economic Council, and several small businesses.

The workforce development/dropout prevention program of JMG aligns with the Mississippi Works Smart Start Career Pathways Model. In order to support the attainment of a high school diploma or its recognized equivalent, entry into postsecondary education, and career readiness for participants, JMG provides all 14 of the required Youth program elements.



Jobs for Mississippi Graduates, Inc. utilizes its Governor's Reserve Funding to expand access to employment, training, and education of youth in Mississippi who face a myriad of barriers to employment. The leveraging of the Governor's Reserve Fund in JMG has enabled JMG to provide its services to over 500 youth this calendar year (2019).

### SOME PERFORMANCE DATA ON THIS COHORT IS AS FOLLOWS:

- 100% of the seniors in the Class of 2019 graduated;
- In the Class of 2019, 26% have entered the workforce;
- 22% of the seniors are presently enrolled in post-secondary educational institutions;
- The GPA range for the JMG WIOA participants was 2.13 to 3.16;
- Attendance for the participants improved to a 90% daily rate;
- Behavioral data shows that none of the participants had a major disciplinary infraction (suspension, expulsion, arrest) last school year; and
- The Class of 2019 amassed over \$900,000 in scholarships.



## Shaw High School And Delta State University, Technology Collaboration: 2018-2019

Presented by Mrs. Glenda Woods, SHS Jobs Specialist

Jobs for Mississippi Graduates (JMG) and Delta State University (DSU) formed a business-technology collaboration that grew out of networking during the summer of 2018. Lynn Byrd, Technology Instructor at DSU, Glenda Woods, Shaw High School Jobs Specialist, and other staff from DSU, SHS, and JMG held the first committee meeting in August 2018 to discuss a technology project at Shaw High School.

This project initially began with a basic Robotics Project in mind, which expanded into a Full-Tech Collaboration incorporating four major initiatives. Dr. Billy Moore, Dean of the Delta State College of Business and Aviation, wanted the JMG students to be exposed to all of the entities of the College of Business and Aviation and the College of Arts and Sciences; therefore, the collaboration not only includes building robots but also Programming with Python, Financial Literacy Classes, Sessions at the Delta Music Institute (DMI), Using Technology in Aviation, and a Robotics Showcase and Student Demonstration Event.

One of the initial concerns was whether the partners had any funds available to help purchase robot kits. DSU would be able to purchase some; however, their purchases would remain the property of DSU. If JMG were able to purchase kits, they would become the property of JMG, and could be kept at Shaw High School and continue to be used on site. Ramona Williams, JMG's Executive Director, was able to secure funds to purchase 20 EZ Robot Kits from Drive Mind Group (North Canton, OH) through two funding sources: Mr. Ward VanSkiver (JMG Board Member) and Regions Bank. Each sponsor/agency purchased 10 kits.

Students were given the opportunity to hear Mr. Darryl Gaines, Assistant Director of NASA, John C. Stennis Center on February 26, 2019, who stirred their excitement about careers in the field of technology.

These are exciting opportunities, and Shaw High's JMG Career Association is working diligently with DSU's Association of Information Technology Professionals to ensure the success of this collaboration.





# PEARL RIVER COMMUNITY COLLEGE

## **Pearl River Community College: Welding on Wheels (WOW) PY 2018**

The Pearl River Community College developed the Welding on Wheels (WOW) program to introduce the metal trades and open career pathways in welding, pipefitting, and structural welding to the underprivileged, out-of-school youth in the Pearl River District.

The WOW program consists of classroom training and work experience. This hands-on approach provides students with experience and an opportunity to see what life as a welder is really like and helps the students quickly determine if this is the pathway they want to pursue.

All students in the program receive the following: Smart Start credential, OSHA credential, Forklift certification, and the National Career Readiness Certification (NCRC) in addition to the welding credentials.

The first WOW class has performed as expected. After two weeks of instruction, three of the students decided this was not the pathway they wanted to follow. The remaining students have all scored tenth grade or above on the TABE test and earned the following: Forklift Operator Safety credential, OSHA credential, NCCER Core, Bronze level or higher on the NCRC, and the Smart Start credential. Upon completing the class, the remaining students have chosen either to enroll in a for-credit college program, enroll in night workforce welding class, and/or explore job leads.



## Hinds Community College Manufacturing Training Academy

### Devin Trunnell

Devin Trunnell graduated from Clinton Christian Academy and began college at Hinds Community College's (Hinds CC) Raymond Campus in the Industrial Mechanics & Maintenance program, a field that combines electromechanical technology and automation.

Mr. Trunnell has had many struggles in his life: his family's home burned when he was in the tenth grade and his dad passed away during his eleventh-grade year. Life looked hopeless until family members told him about the education programs at Hinds. The former high school football player was interested in a career with Continental Tire and enrolled at Hinds CC to prepare for his future.

Hinds CC partners with the Workforce Innovation and Opportunity Act Internship Program and with businesses and industries to provide internships that combine hands-on classroom instruction with work experience. Mr. Trunnell successfully completed one of these internships at the Nissan's Canton plant. "I'm learning about the machinery I'll see in the workplace, plus getting familiar with doing preventive maintenance," he said. "If you catch things early before they break down, it'll save time and money."

"Devin is taking advantage of opportunities of the Manufacturing Training Academy program and industry to learn as much as he can about his craft," said David Creel, District Director of the Manufacturing Training Academy at Hinds CC. "Devin will make some company an excellent technician but more importantly, he will be an excellent employee."



# SERVICES TO VETERANS

The Jobs for Veterans State Grant (JVSG) Program is fully integrated as an essential part of the WIN Job Center network. Between October 1, 2018, and September 30, 2019, some 612 veterans were served under the JVSG programs. Of the veterans served, 562 or 91.8% were given individualized services.



## Integration

Disabled Veterans Outreach Program Specialists (DVOP) funded through the Jobs for Veterans State Grant (JVSG) are included among the WIN Job Center partner staff. The WIN Job Center staff assist veterans, eligible spouses, and veterans with barriers to employment.

Veterans and eligible spouses are asked to complete an assessment form to determine if they have significant barriers to employment. The WIN Job Center staff provide initial core services and refer veterans/eligible spouses with barriers to the DVOP for enhanced services.

Local Veterans Employment Representatives (LVER) are viable and effective partners in the WIN Job Center delivery system. They participate in employer outreach, job fairs, and other activities related to the JVSG guidelines. LVERs are key members on the MDES Business Services Team participating in business development activities, employer

outreach efforts, and in developing jobs for veterans. To better meet the needs of businesses wishing to hire veterans, a coordinated approach to business outreach and service delivery includes the LVER and other WIN Job Center staff.

## Priority of Service

Veterans and eligible spouses (Covered Persons) are given priority of service for the receipt of employment, training, and placement services provided under all Department of Labor-funded programs. These include Wagner-Peyser, WIOA, National Dislocated Worker Grants, Trade Adjustment Assistance, and the Senior Community Service Employment Program.

WIN Job Center staff identify covered persons at the point of entry to the system. They make each individual aware of their entitlement to priority of service, available programs and services, and eligibility requirements for those programs or services.

To ensure veterans receive consideration for all opportunities for which they qualify, MDES ensures covered persons are aware of (1) their entitlement to priority of service, (2) the full array of employment, training, and placement services available through the WIN Job Centers and all service points, and (3) that all applicable eligibility requirements for these programs are understood and applied.

### **MDES will also utilize the following as means of providing priority of service:**

- Referral of qualified veterans to new job openings, especially Federal Contractor job orders, prior to all non-veteran job referral activity; and
- Placement of veterans at the top of WIOA waiting lists for limited training funds in Individual Training Accounts and On-the-Job Training (ITA and OJT).

MDES management will monitor priority of service by reviewing quarterly, monthly, and ad hoc performance reports.

# TITLES I & III. WORKFORCE SERVICES



## Working with Job Candidates and Laid-Off Workers

Mississippi's network of WIN Job Centers is the centerpiece of the Mississippi Workforce Investment Network. These centers provide easy access to employment services such as education and training for workers, human resource assistance for businesses, and information for economic developers. During program year 2018, over 93,500 participants were served under Wagner-Peyser utilizing over \$4,994,000 at a cost of \$53.40 per participant.

### Job Search and Placement Assistance

WIN Job Center staff members help customers find work. They also help businesses find employees. People looking for work use WIN Job Center computers to search for jobs on their own or work with available staff. WIN Job Center staff also help clients create or update resumes, conduct job searches, and prepare for job interviews. Staff members provide information on high-demand occupations and available job training to help them be more competitive in the job market.

### Information On and Referral to Training

The WIN Job Center staff and online resources connect customers to employment services and training programs of MDES and our workforce partners. Training programs are available to eligible individuals enrolled in Workforce Innovation and Opportunity Act programs who cannot find adequate employment through normal job search strategies.

Assistance on-site or by referral may include occupational skills training, On-the-Job Training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities. Some workers may be eligible to receive Individual Training Accounts that allow them to choose educational options from a list of eligible training providers.

### Internet Access for Job Openings and Resume Posting

People looking for training or jobs have access to Internet-connected computers and WIN Job Center staff members assist with computer-based career exploration and job openings.

### Access to Office Equipment: Computers, Fax Machines and Photocopiers

Customers have free access to computers, telephones, fax machines, and photocopiers to aid them in their job search.

## Working with Businesses

Businesses operating in Mississippi – or considering a move to the state – will find the WIN in Mississippi system and the WIN Job Centers eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state's economic development services, and more.

In support of Mississippi businesses, WIN Job Centers provide a vast array of services, including providing E-Verify, hosting job fairs, posting jobs, screening potential workers, providing meaningful data about Mississippi's labor market, and providing training services – all at no cost to businesses and workers.

The WIN in Mississippi system works to gather and produce meaningful information that identifies business needs and employee skill levels. The WIN Job Centers provide information on a variety of services and training opportunities to help businesses.

## Recruitment and Screening

- Recruit, screen, and refer a variety of job seekers, ranging from entry-level workers to skilled professionals.
- Recruit full-time, part-time, and seasonal workers.
- Post job openings.
- Host job fairs.
- Partner with businesses to clarify job descriptions and eligibility criteria.
- Screen applicants to ensure that the right workers with the right skills are referred.
- Provide access to federal funding for programs.

## Training

- On-the-Job Training helps businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center can reimburse a company up to one-half the cost of training eligible workers through On-the-Job Training. Reimbursement is based on the trainee's wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position. On-the-Job Training is limited to 50 percent of a business's workforce and is at the discretion of the Local Workforce Development Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160 hours to 1,040 hours per employee.

Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit.

- Refer businesses and job seekers to training programs that support human resource departments.
- Provide information on other types of training services such as pre-employment, incumbent worker, and customized training, which assist the company with the cost of skills upgrading.

## Other Services

- Provide businesses with access to the labor pool.
- Provide information about wages and employment trends.
- Keep companies informed about state demographic and economic information.
- Provide information on Alien Employment Certification guidelines.
- Provide office space for interviewing and on-site screening.
- Help businesses determine eligibility for the Work Opportunity Tax Credit, a federal tax savings of up to \$9,600 per person for hiring workers from certain target groups.
- Assist companies with Rapid Response services to help manage layoffs and closures.



## Effectiveness In Serving Employers

The state has chosen Employer Penetration Rate and Repeat Business Customers Rate as the two approaches for the Effectiveness in Serving Employers performance indicator pilot. During program year 2018, the Employer Penetration Rate was 11.4% and the Repeat Business Customers Rate was 36.6%.

# Rapid Response

The goal of the Rapid Response program is to safeguard the economic stability of workers and their community by providing services and resources to aid in the transition from one employment to another.



The Rapid Response team coordinates services from the Mississippi Department of Employment Security, WIN Job Centers, community colleges, workforce development areas, and other partners to ensure that workers who are facing job loss receive the assistance needed.

The Rapid Response team provides information that meets the immediate needs of both the employer and the employee, as well as provide information for long term planning. Information includes, but is not limited to, the following topics: stress management, health insurance, unemployment insurance, mortgage assistance, training opportunities, reemployment, and WIN Job Center services. By working together, MDES and its partners provide hope and opportunity to affected employers and employees.

During PY 2018, the Rapid Response team provided services to 1,319 employees and 27 businesses that were affected by layoffs or closures.



# Performance Information

The following tables show attainment rates on each performance measure for the state as a whole and for each of the four local workforce areas. Each year, Mississippi negotiates attainment rates on each common performance measure with the U. S. Department of Labor. All of the data in Mississippi's WIOA performance reports is uniformly reported and validated in accordance with federal requirements.



## MISSISSIPPI STATEWIDE PERFORMANCE

| STATEWIDE REPORTED INFORMATION                                      | NEGOTIATED LEVEL | ACTUAL LEVEL |
|---|------------------|--------------|
| Adult Employment Rate 2nd Quarter After Exit                        | 74.0%            | 83.9%        |
| Adult Employment Rate 4th Quarter After Exit                        | 70.0%            | 84.3%        |
| Adult Median Earnings 2nd Quarter After Exit                        | \$5,000          | \$6,003      |
| Adult Credential Attainment Rate 4th Quarter After Exit             | 46.0%            | 66.3%        |
| Adult Measurable Skill Gain   | Baseline         | 44.9%        |
| Dislocated Worker Employment Rate 2nd Quarter After Exit            | 69.0%            | 77.3%        |
| Dislocated Worker Employment Rate 4th Quarter After Exit            | 66.5%            | 76.7%        |
| Dislocated Median Earnings 2nd Quarter After Exit                   | \$5,007          | \$5,659      |
| Dislocated Worker Credential Attainment Rate 4th Quarter After Exit | 46.0%            | 66.3%        |
| Dislocated Worker Measurable Skill Gain                             | Baseline         | 41.8%        |
| Youth Employment Rate 2nd Quarter After Exit                        | 70.0%            | 79.3%        |
| Youth Employment Rate 4th Quarter After Exit                        | 69.4%            | 79.8%        |
| Youth Credential Attainment Rate 4th Quarter After Exit             | 70.0%            | 76.5%        |
| Youth Measurable Skill Gain   | Baseline         | 56.7%        |
| Youth Median Earnings 2nd Quarter After Exit                        | Baseline         | \$2,839      |
| Wagner Peyser Employment Rate 2nd Quarter After Exit                | 64.4%            | 68.5%        |
| Wagner Peyser Employment Rate 4th Quarter After Exit                | 65.0%            | 65.8%        |
| Wagner Peyser Median Earnings 2nd Quarter After Exit                | \$3,900          | \$4,130      |

## PY 2018 Cost Per Participant

The state was successful in providing WIOA Title I Program Services that assisted 13,671 participants at a total cost of \$24,954,424. The breakdown of these services along with the cost per participant is outlined in the table below.

### WIOA TITLE I PROGRAM YEAR 2018 EXPENDITURES

| WIOA TITLE I PROGRAMS                               | EXPENDITURES        | PARTICIPANTS  | COST PER PARTICIPANT |
|---|---------------------|---------------|----------------------|
| <b>ADULT</b>  |                     |               |                      |
| Career Services (Basic and Individual)              | \$1,076,525         | 4,044         | \$266.20             |
| Training Services                                   | \$6,285,140         | 3,411         | \$1,842.61           |
| <b>Total Adult</b>                                  | <b>\$7,361,665</b>  | <b>7,455</b>  | <b>\$987.48</b>      |
| <b>DISLOCATED WORKER</b>                            |                     |               |                      |
| Career Services (Basic and Individual)              | \$7,772,457         | 3,918         | \$1,983.78           |
| Training Services                                   | \$1,695,150         | 489           | \$3,466.56           |
| <b>Total Dislocated Worker</b>                      | <b>\$9,467,607</b>  | <b>4,407</b>  | <b>\$2,148.31</b>    |
| <b>YOUTH</b>  |                     |               |                      |
| Career Services (Basic and Individual)              | \$6,407,444         | 1,488         | \$4,306.08           |
| Training Services                                   | \$1,717,708         | 321           | \$5,351.12           |
| <b>Total Youth</b>                                  | <b>\$8,125,152</b>  | <b>1,809</b>  | <b>\$4,491.52</b>    |
| <b>Total WIOA Title I Program Year Expenditures</b> | <b>\$24,954,424</b> | <b>13,671</b> | <b>\$1,825.35</b>    |



# APPENDIX

## Local Workforce Development Areas and WIN Job Center Locations

### Contact Information

#### Delta

**Mitzi Woods, WIOA Director**  
 831 South Broadway  
 Post Office Box 1776  
 Greenville, MS 38702  
 Phone: 662-335-6889  
 Fax: 662-332-5175  
 Email: mwoods@sdpdd.com

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#### The Mississippi Partnership

**Bill Renick, WIOA Director**  
 Post Office Box 690  
 75 South Main Street  
 Pontotoc, MS 38863  
 Phone: 662-489-2415  
 Fax: 662-489-0958  
 Email: brenick@trpdd.com

SHOWN ON MAP IN RED

#### Southcentral Mississippi Works

**Mary Powers, Workforce Director**  
 1170 Lakeland Drive  
 Post Office Box 4935  
 Phone: 601-321-2169  
 Email: mpowers@cmpdd.org

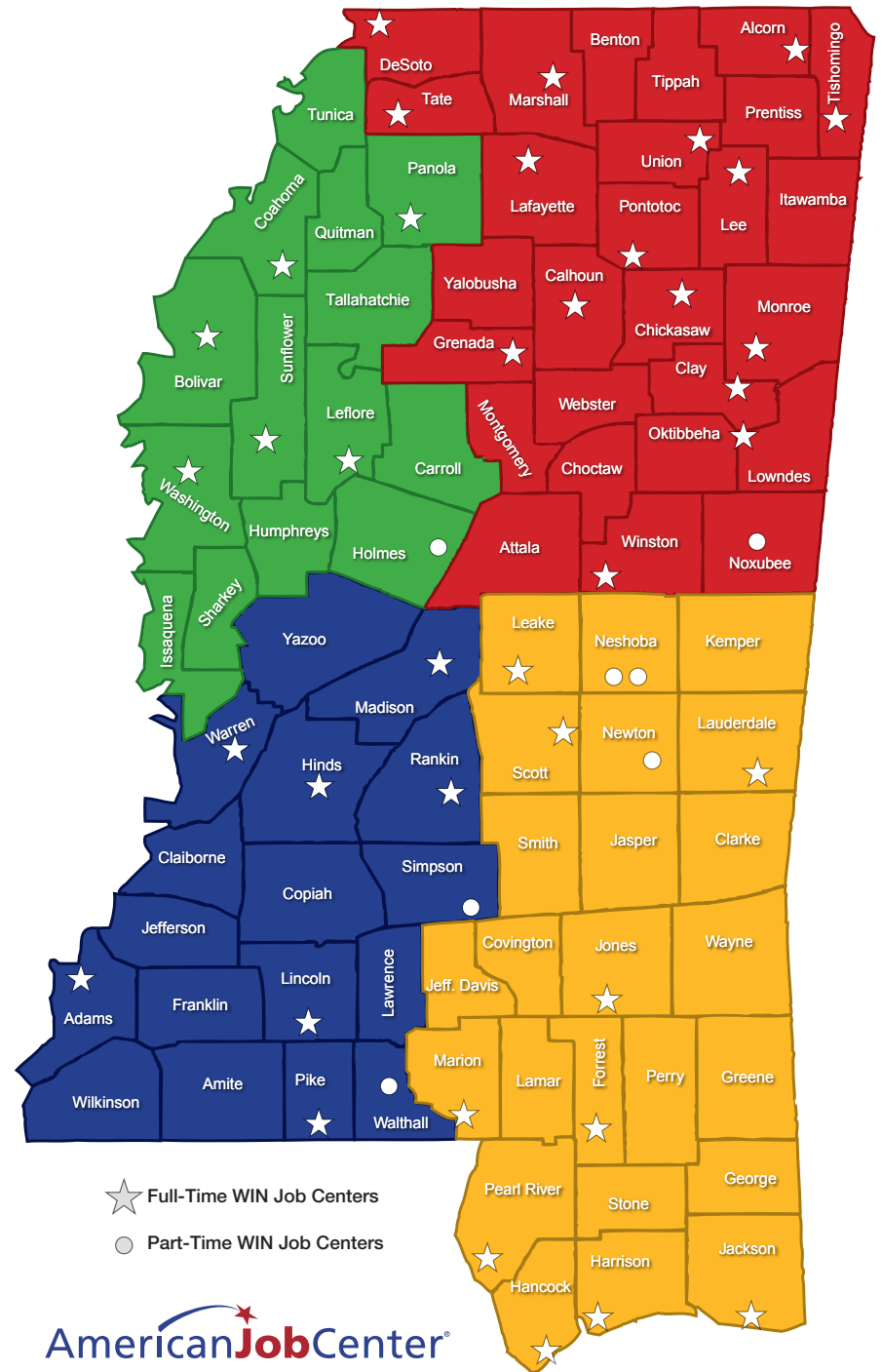
SHOWN ON MAP IN BLUE

#### Twin Districts

**Allison Beasley, Director of Economic Workforce Development Division**  
**Patricia Morrison, Economic Workforce Manager**  
 10441 Corporate Drive, Suite 1  
 Gulfport, MS 39503  
 Phone: 228-868-2311  
 Email: abeasley@smpdd.com, pmorrison@smpdd.com

SHOWN ON MAP IN GOLD

WIN Job Center location information is subject to change.  
 For the most current information, visit us online at [mdes.ms.gov](http://mdes.ms.gov)



# South Delta Planning and Development District

## Overview

South Delta Planning and Development District has been the designated fiscal agent for the Delta Workforce Development Area (DWDA) Board since its inception in 2000. South Delta provides the administrative and fiscal support functions associated with the implementation of the Workforce Innovation and Opportunity Act (WIOA) in the 14 counties of the DWDA.

## WIN Job Center Locations

### Batesville

662-563-7318  
103-16 Woodland Rd.  
PO Box 511  
Batesville, MS 38606

### Clarksdale

662-624-9001  
236 Sharkey Ave  
3rd Floor  
PO Box 640  
Clarksdale, MS 38614

### Cleveland

662-843-2704  
119 N. Commerce Ave  
PO Box 1750  
Cleveland, MS 38732

### Greenville

662-332-8101  
800 MS Highway 1  
PO Box 5279  
Greenville, MS 38704

### Greenwood

662-459-4600  
812 West Park Ave.  
PO Box 554  
Greenwood, MS 38935

### Indianola

662-887-2502  
226 N. Martin Luther King Drive  
PO Box 963  
Indianola, MS 38751

### Lexington

662-834-2426  
303 Yazoo St.  
Lexington, MS 39095

### INTERESTING FACT

**Greenville native and Music & Culture Ambassador of Mississippi, Steve Azar is a modern-day Renaissance man,** hit songwriter, recording artist, music producer, golfer, and philanthropist. Steve likes to call his own breed of music “Delta Soul,” a mixture of country, rock, and blues.

In August, Steve officially released the bicentennial anthem One Mississippi, which he wrote in 2017 after Governor Phil Bryant asked him to pen an anthem to celebrate Mississippi’s two hundredth year anniversary.

In the fall of 2019, Steve will receive his own Country Music Trail Marker in his hometown of Greenville, Mississippi, along with other recipients Charley Pride, Faith Hill, Marty Gamblin, and Jimmy Rodgers.



Photo credit: OPENSports.com

There are six staff members who support the activities of the DWDA Board in planning and coordination, rapid response activities, management information systems, contract management, fiscal accountability, monitoring, small business development / entrepreneurial / self-employment activities, and administration of adult, dislocated worker and youth programs.

Training efforts are coordinated with businesses, local economic development organizations, and other state and local entities to ensure the best use of the funds. Additional partners are the four community colleges in the DWDA, Mississippi Community College Board (MCCB), Mississippi Development Authority (MDA), Mississippi Department of Employment Security (MDES), Delta Council, and the State Workforce Investment Board (SWIB).

This coordination of funds helps to reduce duplication and leverage existing resources for similar training needs. Training services include Customized Training, Internships, Externships, On-the-Job Training, Apprenticeships, and Individual Training Accounts. These services are provided to adults, dislocated workers, and youth in the 14-county area.

The Greenville WIN Job Center is the Comprehensive WIN Job Center for the Delta. WIOA core partners physically housed

in the Greenville Center include Mississippi Department of Human Services (MDHS), Mississippi Department of Rehabilitation Services (MDRS), Adult Education, and MDES. All other WIN Job Centers in the Delta are affiliate centers.

### WIOA services were provided through the following agencies and organizations:

- Bolivar County Community Action Agency (CAA)
- Coahoma Community College (CCC)
- EMI Staffing
- Mid-State Opportunity, Inc.
- Mississippi Department of Employment Security (MDES)
- Mississippi Delta Community College (MDCC)
- Mississippi Hospital Association (MHA)
- North Central Planning and Development District (PDD)
- Northwest MS Community College (NWCC)
- Sunflower-Humphreys Counties Progress, Inc.
- Warren-Washington-Issaquenna-Sharkey CAA (WWISCAA)
- Mississippi State University Center for Advanced Vehicular Systems (MSU-CAVS) Extension Services

## Program Design Strategies

The Delta Sector Strategy Plan is the basis upon which the DWDA programs are designed. Other strategies include:

- Using social media to reach a wider range of participants
- Having guest speakers and requiring community service for youth program participants
- Offering financial literacy workshops
- Tutoring
- Working with college and career fairs
- Providing entrepreneurial training
- Working with community colleges to develop and fund short-term training programs to meet business demand
- Offering practice tests for high school equivalency testing
- Partnering with MI-BEST at the community colleges
- Working with local and regional economic development agencies to recruit new businesses, expand existing businesses, and develop new opportunities for existing businesses
- Working with the SWIB to implement Sector Strategy Plans and facilitate Work Ready Community efforts
- Providing innovative training opportunities

## Partnerships Aligned with WIOA Goals

Partnerships are the backbone of all training efforts at the Delta. This includes all combined plan partners through referrals to the various programs offered. Coordinated efforts are made to provide services to specific populations using braided funding from various sources.

DWDA works with all four community colleges in the service area to provide training for in-demand occupations. These include training opportunities such as the Advanced Manufacturing Partners (AMP) program at Northwest MS Community College and the lineman, virtual reality, and manufacturing basic skills training at MDCC. Area high schools provide NCRC testing for career tech students. These tests help students begin to envision a career pathway.

Funding and planning efforts with the Skills Foundation have resulted in a program entitled “Get on the Grid”. This program identifies possible careers in the three sectors of the Delta’s Sector Strategy Plan: manufacturing, agribusiness, and health care. Contact information on program locations and steps for enrollment are provided. “Get on the Grid” has enabled many high school and career tech students to plan and implement their career objectives.

Partnership efforts are geared toward creating a workforce ecosystem where relevant factors are aligned. Deltans are provided the opportunity to be work or career ready, and to attain the necessary skills to support themselves and their families.



## Internship Success

**Keelandra**, a recent graduate of Alcorn State University could not find a job in her field as a Business major.

She applied to take the NCRC test at the Clarksdale WIN Job Center and scored a silver. When PeopleShores, a new technology business, was locating in Clarksdale, Keelandra applied and was accepted into the Internship Program.

After completing her internship, she was hired full time by PeopleShores and has become efficient in Robotic Process Automation (RPA).

*Keelandra loves her new career opportunity and looks forward to expanding her skills with PeopleShores.*

*This is what workforce development is all about. This partnership of federal, state, local and private funding, and community, coming together to build this lineman facility is TRUE workforce development. I use this program as a model for what others should be doing. If all applications came to us with these kinds of partnerships, it would all be worthwhile.*

— Chris Caldwell, Federal Co-Chairman, Delta Regional Authority

Photo credit: Automate 1234

The Delta provides **Small Business Development/Entrepreneurial/Self-Employment Training** to area residents and WIOA customers in accordance with DOL's TEGL 12-10 "Supporting Entrepreneurial and Self-Employment Training through the Workforce Investment System." This program addresses the role the workforce investment system plays in support of entrepreneurial activities. Activities are coordinated with small business loans, banks, and South Delta's loan program.

**Job Fairs** – The Delta works closely with the Governor's Job Fair Network, the WIN Job Centers, economic development groups, and local businesses to plan and implement job fairs each year. Targeted job fairs are held to help employers who are recruiting or expanding their workforce. Two specific employer jobs fairs were held in Clarksdale with PeopleShores and Image Industries, two new companies who have located in Coahoma County.

**Rapid Response (RR)** services are coordinated with the state Rapid Response team to respond to both WARN and non-WARN events in the Delta. The Delta RR team consists of the RR Coordinator at MDES; SDPDD staff member; the Home Saver Program; WIN Job Center staff representing ES, UI, ITA, OJT, Resource Center, and JSST; Community College representative; SDPDD Small Business Developer; and the MS Department of Rehabilitation Services.

**Youth** – The DWDA youth providers continued the implementation of the local strategic plan. In keeping with the plan, one major goal was for participants to obtain National Career-Readiness Certificates (NCRCs). In the development of individual service strategy plans, the youth providers coordinated service delivery with the WIOA partners to help prepare out-of-school youth for training, employment, or further education. Follow up services are provided for one year after youth exit from the program.

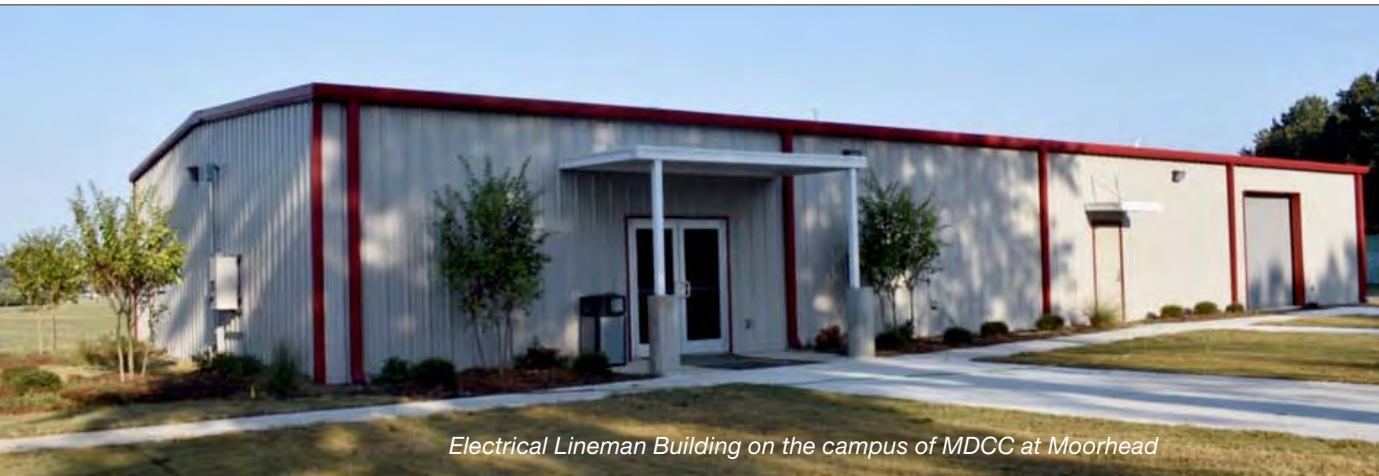
**The Electrical Lineman Training Program**, which was developed and first funded in August 2010 in response to energy

company needs, has continued with two more classes this year. This program is a collaborative effort with SDPDD, MS Delta Community College, the MS Community College Board, MDES, Delta Electric Power Association, Coahoma EPA, Twin County EPA, Tallahatchie Valley EPA, Entergy, city utility programs, and utility construction companies. The 16-week program prepares trainees to become apprentice linemen trainees with local energy companies and energy construction contractors upon completion.

Classes 17 and 18 completed the program in PY 2018. A total of 249 trainees have completed the program since the beginning.



*The Electrical Lineman Training Program Class 18*



*Electrical Lineman Building on the campus of MDCC at Moorhead*

James Kenwright, HR Manager for Delta Electric Power Association in Greenwood and a member of the Delta Workforce Development Area Board, said that “Delta EPA has been hiring from your program since the first class graduated. Most of the ones we’ve hired are still working, so the retention rate is great; that’s why this program is so important to the Delta. We still have a serious need for the lineman school for the short and long term.”

**Lineman Building** – The lineman building on the campus at MS Delta CC has been completed, with Class 18 being the first class to use the new building. Funding for the building was provided through private, local, state, and federal partnerships. Open House and Ribbon Cutting was held September 23, 2019. The 4,000 sq. ft. building houses a classroom for 40 people, a kitchen, an office, a locker room, restrooms, maintenance room, electrical room, and an indoor learning lab with at least four lab stations for trainees

to work on when the weather is bad. Several sources provided funding for the building, including Delta Regional Authority, Foundation for the Mid South, Governor’s Discretionary (MDES), MS Works (MDA), Delta Electric Power Association, Cooperative Energy, South Delta PDD, and the Delta Workforce Development Board.

**MDA and MS Works Funding** – Contracts are ongoing for Baxter OJT – \$304,000; Milwaukee Tool OJT – \$600,000; and Viking/ Lynx Grills – \$204,000.

Delta participated in the Delta Workforce Funding Collaborative, a regional partnership, sponsored by the Foundation for the Mid South (FMS), to ensure that Delta residents are qualified for existing and emerging job opportunities. Delta received a \$50,000 grant from the Foundation to provide supportive services to Delta residents to assist with getting a job and to pay for ACT Job Profiling to help companies in the Delta with their hiring needs.

## Individual Training Account Success

**Sheila**, a 47-year-old grandmother with custody of her four-year-old grandson, was laid off from her job as a Medical Billing Associate earning \$15.75 an hour. She decided to change career paths and after exploring her options, received an ITA for truck driving school.

After completion of the training, Sheila started team driving with one of her classmates for Schneider Trucking Company and is earning \$45,219 annually.



Photo credit: born1945

## Sector Strategy Plan

The State Workforce Board (SWIB) engaged the local workforce boards to develop regional plans using the SWIB's Sector Strategy Planning guidance. The Sector Committee of the SWIB approved plans and each area received \$240,000 for implementation. The Delta's sectors are manufacturing, health care, and agri-business. In addition to Individual Training Accounts, the DWDA has also implemented the following programs for our sectors:

### HEALTHCARE: NURSE EXTERN PROGRAM

DWDA partnered with the Mississippi Hospital Association this summer to enroll 25 nursing students entering their final year in nursing school in a summer nurse extern program of 320 hours at local hospitals.

### MANUFACTURING: INTERNSHIPS

DWDA provided funding for internships at Viking Range.

### MANUFACTURING BASIC SKILLS TRAINING PROGRAM

In partnership with MS Delta Community College, local businesses, and economic development agencies in Washington County, the Delta provided funding for Manufacturing Basic Skills Training Programs in Greenville. The project continues to evolve and expand based on input and needs of area manufacturers.

### NATIONAL CAREER READINESS CERTIFICATES

Funds were allocated to test career tech students in all 14 counties of the Delta to allow the counties to become Work Ready Communities.

### AGRI-BUSINESS

Individual Training Accounts are available for students interested in classroom training in accounting, agribusiness technology, agricultural mechanic, aviation maintenance, avionics, computer information systems, truck driving, and welding.

### WORK READY COMMUNITIES

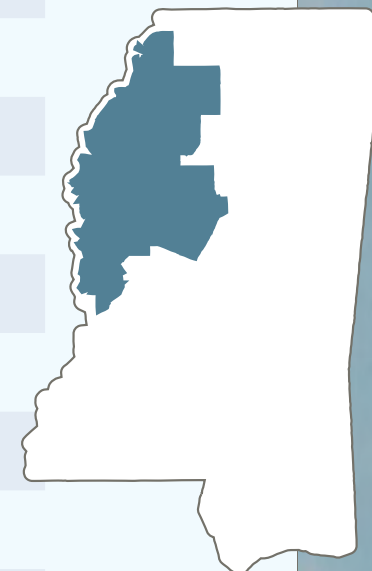
Twelve of the fourteen Delta Workforce Counties are certified as Work Ready Communities with the final two counties in the process of preparing for certification.

## Sector Strategy



### WIOA Title I – Performance Information: Delta Workforce Development Area

| LOCAL WORKFORCE DEVELOPMENT AREA REPORTED INFORMATION               | NEGOTIATED LEVEL | ACTUAL LEVEL |
|---|------------------|--------------|
| Adult Employment Rate 2nd Quarter After Exit                        | 68.0%            | 87.2%        |
| Adult Employment Rate 4th Quarter After Exit                        | 73.0%            | 89.9%        |
| Adult Median Earnings 2nd Quarter After Exit                        | \$4,400          | \$5,530      |
| Adult Credential Attainment Rate 4th Quarter After Exit             | 45.4%            | 84.2%        |
| Adult Measurable Skill Gain   | Baseline         | 45.6%        |
| Dislocated Worker Employment Rate 2nd Quarter After Exit            | 64.0%            | 90.2%        |
| Dislocated Worker Employment Rate 4th Quarter After Exit            | 61.5%            | 90.2%        |
| Dislocated Worker Median Earnings 2nd Quarter After Exit            | \$4,300          | \$5,856      |
| Dislocated Worker Credential Attainment Rate 4th Quarter After Exit | 50.0%            | 80.0%        |
| Dislocated Worker Measurable Skill Gain                             | Baseline         | 47.4%        |
| Youth Employment Rate 2nd Quarter After Exit                        | 70.0%            | 79.6%        |
| Youth Employment Rate 4th Quarter Exit                              | 69.4%            | 79.4%        |
| Youth Credential Attainment Rate 4th Quarter After Exit             | 70.0%            | 96.9%        |
| Youth Measurable Skill Gain   | Baseline         | 50.0%        |
| Youth Median Earnings 2nd Quarter After Exit                        | Baseline         | \$2,662      |





# Three Rivers Planning and Development District

## Overview

Three Rivers Planning & Development District, Inc. (TRPDD) serves as the Fiscal and Administrative Agent for the Mississippi Partnership Local Workforce Development Area (MS Partnership). MS Partnership is the largest geographical workforce area in the state, consisting of 27 counties in the northeast section of the state. Through partnerships established with Community Colleges, the Mississippi Department of Employment Security, other planning and development districts, and Core Partners in the area, MS Partnership can provide the highest quality of services to its customers. Over \$7.3 million was contracted for workforce services in the areas of youth and adult in PY 2018 with WIOA service providers.

### INTERESTING FACT

**Blue Delta Jeans** has partnered with the Professional Golfers Association (PGA) to be the official jean of the Ryder Cup team, which will compete in the 43rd Ryder Cup matches September 25 – 27, 2020, at the Straits course at Whistling Straits, Haven, Wisconsin. The greatest golfers in the world will be wearing Blue Delta jeans manufactured in Tupelo, Mississippi. The founder and CEO, Josh West, is a former employee of Three Rivers PDD.



## WIN Job Center Locations

### Amory

662-256-2618 & 662-256-5617  
1619 Highland Drive  
P.O. Box 415  
Amory, MS 38821-0415

### Calhoun County

662-412-3170  
237 S. Murphree Street  
Pittsboro, MS 38951

### Corinth

662-696-2336  
2759 S. Harper Road  
Corinth, MS 38834-2050

### DeSoto County

662-404-6030  
5847 Getwell Road  
Building B, Suite 3  
Southaven, MS 38672

### Grenada

662-226-2911  
1229-A Sunset Drive  
Grenada, MS 38901

### Houston

662-456-1561  
210 S. Monroe St.  
Houston, MS 38851

### Iuka

662-423-9231  
1107 Maria Lane  
Iuka, MS 38852-1120

### Louisville

662-773-5051  
790 N. Court Ave.  
Louisville, MS 39339-2059

### Marshall County

662-838-3805  
227 Hwy 309 S  
Byhalia, MS 38611

### Mayhew

662-243-1751  
8731 South Frontage Rd  
Mayhew, MS 39753

### Noxubee

662-726-5220  
198 Washington Street  
Macon, MS 39341

### New Albany

662-692-1502 & 662-692-1501  
301 North St.  
New Albany, MS 38652

### Oxford

662-236-7201  
1310 Belk Blvd.  
Room 123  
Oxford, MS 38655-5407

### Pontotoc

662-407-1226  
316 Coffee Street  
Pontotoc, MS 38863

### Tate County

662-562-3351  
NW Community College  
4975 Highway 51 N  
Senatobia, MS 38668

### Tupelo

662-842-4371 & 662-407-1213  
3200 Adams Farm Road  
Suite 4  
Belden, MS 38826

### West Point

662-243-2647  
1899 East TVA Rd  
West Point, MS 39773

# Accomplishments and Successes

## Adult and Dislocated Worker Programs

MS Partnership workforce training funds increased slightly over the previous year level for PY 2017. These funds are carefully managed to ensure that the needs of job seekers and job providers are met. MS Partnership received a little over \$6 million dollars in combined youth, adult, and dislocated worker funding. This is substantially less than some of our higher years when our allocation was above \$10 million. During the program year, MS Partnership served 2,731 adult workers and 818 dislocated workers through the WIN Job Centers with over 1,450 individuals receiving On-the-Job Training (OJT), Individual Training Accounts (ITA), Apprenticeship, and Internship services.

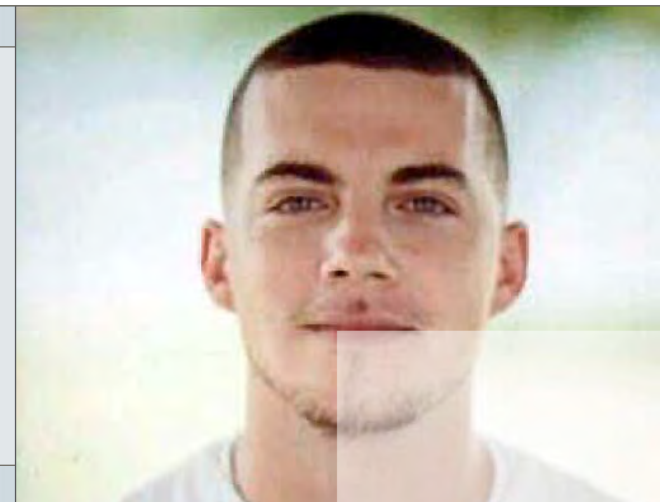
During the past year, MS Partnership strengthened partnerships with local governments to provide brick and mortar locations for our WIN Job Centers while concentrating on providing funding for personnel and training for workers. WIN Job Centers provide services that meet workforce needs based on the local economy. WIN Job Centers are focused on both the worker and the business owner. Businesses are encouraged to use the WIN Job Center for networking to find the best potential employees.

**David Unruh** had been incarcerated for 27 years and had very limited financial means. A criminal background created many obstacles when he began looking for a job. Most businesses were hesitant to hire him due to his criminal history. However, Mr. Unruh found some job opportunities, but they required a CDL license. He contacted East Mississippi Community College (EMCC) to see if they could help in any way. EMCC provided financial assistance through the WIOA program and Mr. Unruh enrolled in the five-week CDL training program. He passed all the tests, earned a CDL license, and was immediately hired by Prestage Farms in West Point as a truck driver.

David encourages anyone struggling in the job market to seek assistance through the WIOA program. He said that he learned from this experience that if you want to work and have a career, anything is possible when you seek out the resources available to you.



**Jeffrey Earnest's** journey is a great example of having and working an Individual Employment Plan. He wanted to be a registered nurse but had no idea how to get there. Mr. Earnest began his career path in the medical field by earning a high school equivalency in 2011. After being laid off from his job at a tire store in 2012, he enrolled in the C2C Youth program where he completed a paid work experience and gained full-time employment that would provide for his immediate needs. Mr. Earnest completed Phlebotomy training in 2013. From August 2015 to August 2017, Mr. Earnest completed the LPN program at Itawamba Community College. Mr. Earnest began classes to become a registered nurse in the Fall of 2019 while working part-time as an LPN. Thanks to WIOA assistance, the C2C program, and a working plan, Mr. Earnest will soon reach his goal of becoming a registered nurse.



**The MS Partnership has a strong working relationship with the community colleges in the area.** Four community colleges (East MS, Itawamba, Northeast, and Northwest Community Colleges) serve 21 counties and their workforce development professionals lead both their workforce council meetings and WIOA workforce efforts. WIOA and community college staff coordinate with economic developers to host meetings with businesses interested in locating in the MS Partnership area. Together, they provide a cohesive workforce training package that is instrumental in business recruitment. As businesses determine additional training needs, the workforce area and community colleges work to pool resources to provide the training. A combination of OJT and Customized Training (CT) is a powerful tool for retention of existing businesses and recruitment of new businesses.

The Sector Strategy Plan was fully executed in the MS Partnership during PY 2018. A committee of more than 50 members comprised of private business people; economic developers; local elected officials; educators from K-12, community colleges, and universities; and workforce professionals developed the plan. Four major sectors were identified as the focus for training in this area: Advanced Manufacturing, Information Technology, Logistics, and Healthcare. The MS Partnership prioritizes the expenditure of training dollars in these identified sectors and the categories projected to have employment opportunities in our area over the next ten years.

Almost 60% of all manufacturing jobs in Mississippi that produce durable products are located in the MS Partnership, approximately 55,000 jobs. To protect current jobs, provide a skilled workforce, and

compete globally, education and training are available that meet the requirements of new technology in manufacturing.

The MS Partnership continues to develop innovative programs that will build a pipeline of workers to meet the present and future needs of business and industry by educating in-school and out-of-school Youth on career options through workforce exploration. These innovative programs provide businesses an opportunity to “try out” potential employees in real work settings and youth an opportunity to “try out” a career path. The Careers in Manufacturing and Technology (CAMT) program with Itawamba Community College is entering its third year and the Tiger Apprenticeship program with Northeast Community College is entering its second year. Both programs consist of two years of community college instruction and work experience in partnership with several local industries.

## WIOA Youth Programs

The MS Partnership is the only local area in the state that serves in-school youth. In PY 2018, our youth providers served over 600 out-of-school and 145 in-school youth. The MS Partnership understands the need to reach youth as early as possible to develop good work ethics and expose individuals to career opportunities that align with our sector strategy plan thus meeting the needs of employers.

The MS Partnership youth program, the Gateway Program, came into existence by listening to employers and developing a program that would meet their needs. The Gateway Program serves in-school and out-of-school youth and its mission is to diminish the “brain drain” and ensure a qualified pipeline of young workers. Most of the youth served through the Gateway Program have never been employed, while some may have worked but need additional assistance finding better and more sustainable employment.

The primary concept of the Gateway Program is to provide one-on-one counseling and to develop a truly personalized Individual Service Strategy that helps youth identify short-term and long-term school and career goals while alleviating barriers that impede their success. All Gateway participants are required to attend essential job skills training to learn the basics of what employers’ expectations are before they may be placed in paid work experience. The essential job skills training exposes the participants to universal job expectations: appearance and dress; social media usage and the workplace; attitude and body language; attendance and punctuality; communication and following instructions; and problem solving and critical thinking. Also, Gateway participants are given the opportunity to take the ACT WorkKeys tests and receive a National Career Readiness Certificate (NCRC).



### In-School Youth Gateway Program Success Story Kimberly Ramirez

Kind, respectful, and hardworking are words used to describe Kimberly Ramirez by her teachers, an English Language Learner student at New Albany High School. Miss Ramirez worked hard but struggled to score well on the required standardized state tests. Miss Ramirez was recommended to the Gateway youth program by her career and technical teacher who saw this as an opportunity to become proficient in English and an opportunity to learn about dental care - a field that Miss Ramirez was interested in. While in the Gateway program, Miss Ramirez earned a Silver level score on the National Career Readiness Certificate and was placed at Perkins Dental for an internship where she trained in office work and patient care. Miss Ramirez graduated high school in May 2019 and is well on her way to becoming a certified, skilled professional in the field of dentistry thanks to the Gateway youth program, Perkins Dental, and Dental Assisting Academy.

MS Partnership youth programs are a hand-up, not a hand-out. Through the Mississippi Partnership Gateway Programs, individuals are given the necessary tools to improve their skills and enter or reenter the workforce.

The MS Partnership met or exceeded all youth performance measures in PY 2018 while serving some of the neediest youth in their area. The MS Partnership continues to offer technical assistance and provide training to youth providers in order to continue to improve the overall program.

### WorkKeys

Our TRPDD WIOA team scheduled WorkKeys testing for early graduating juniors and seniors until May 2019. Primarily, we targeted Work Ready Community (WRC) counties to provide an opportunity for each student to obtain a NCRC with the goal of silver or higher. In addition to WRC counties, we prioritized Mississippi recovery school districts under conservatorship, or schools that have recently exited conservatorship. In addition, our TRPDD WIOA team scheduled WorkKeys testing for our in-school Gateway program students. Overall, our team tested 1,242 students during PY 2018. Our TRPDD team proctored all WorkKeys tests under our TRPDD realm.

### Industry-Led Apprenticeship Programs

MS Partnership team works side by side with our local community colleges to develop industry-recognized apprenticeship programs. Nearly 30 apprentices have graduated and secured a job within one of our four sectors.



### Out-of-School Gateway Program Success Story Joshua Witty

Joshua Witty was enrolled in the WIOA Gateway Youth Program and showed an interest in advanced manufacturing. He was a high school graduate who lacked work experience, communication skills, and essential job skills.

Mr. Witty attended all the essential job skills and work ethics training classes, earned a Silver level score on the National Career Readiness Certificate, and was scheduled for two interviews at manufacturing facilities for the paid work experience segment of his training. Mr. Witty chose to complete the paid work experience at the Allied Group in Water Valley where he practiced the skills he had learned. The Allied Group was impressed with Joshua's work ethic and hired him as a full-time employee at the end of the paid work experience.

He plans to attend evening training in welding to further his career opportunities.

## Tiger Apprenticeship Program/NEMCC

Our MS Partnership team partnered with Northeast Mississippi Community College (NEMCC) to initiate the Tiger Apprenticeship Program, an industry-recognized apprenticeship program. Our team coordinated with six counties as we met with economic developers and businesses that have an immediate need for skilled employees. This program connects a student enrolled in a career-technical program at a community college to a business willing to employ and perform in-house training over a period of two years. This structure allows immediate results for companies needing to hire qualified technicians.

### The programs of instruction included in the Tiger Apprenticeship Program are:

- Electrical Technology
- Construction Engineering Technology
- Industrial Maintenance Technology
- Drafting, Design & 3D Modeling Technology
- Precision Manufacturing and Machining Technology

## Careers in Advanced Manufacturing Technology (CAMT)/ICC

Our MS Partnership team continues to collaborate with Itawamba Community College (ICC) on the CAMT, an industry-recognized apprenticeship program. Most companies introduced to this program are second and third year participants, affirming that the concept of having incoming apprentices every year is a desired and beneficial addition to their current hiring methodology. Approximately 20 - 25 companies participate in Interview Day every year.

### The programs of instruction included in the CAMT Apprenticeship Program are:

- Electrical Technology
- Industrial Maintenance Technology
- Information Technology
- Precision Manufacturing and Machining Technology



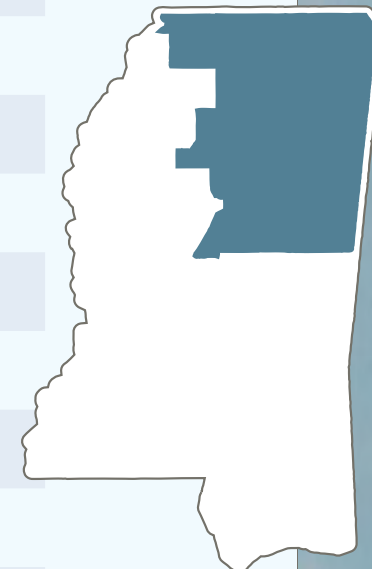
## Apprenticeship Program Success Story

### Brian Daugherty

Brian Daugherty is an adult learner who returned to Itawamba Community College in August 2017 to pursue an Associate of Applied Science degree with a major of Computer Networking. Brian had previously worked in a document processing center and was seeking a more challenging career. Mueller Copper Tubing recruited him through the Careers in Advanced Manufacturing and Technology Apprenticeship Program, which was an opportunity to expand his training in a real world setting while attending class. Brian graduated in May 2019 and remains employed at Mueller Copper Tubing.

### WIOA Title I – Performance Information: Mississippi Partnership Workforce Development Area

| LOCAL WORKFORCE DEVELOPMENT AREA REPORTED INFORMATION               | NEGOTIATED LEVEL | ACTUAL LEVEL |
|---|------------------|--------------|
| Adult Employment Rate 2nd Quarter After Exit                        | 75.2%            | 87.1%        |
| Adult Employment Rate 4th Quarter After Exit                        | 70.6%            | 87.1%        |
| Adult Median Earnings 2nd Quarter After Exit                        | \$5,050          | \$6,383      |
| Adult Credential Attainment Rate 4th Quarter After Exit             | 50.2%            | 75.4%        |
| Adult Measurable Skill Gain   | Baseline         | 56.9%        |
| Dislocated Worker Employment Rate 2nd Quarter After Exit            | 70.2%            | 77.1%        |
| Dislocated Worker Employment Rate 4th Quarter After Exit            | 66.5%            | 78.9%        |
| Dislocated Worker Median Earnings 2nd Quarter After Exit            | \$5,007          | \$5,451      |
| Dislocated Worker Credential Attainment Rate 4th Quarter After Exit | 46.0%            | 73.2%        |
| Dislocated Worker Measurable Skill Gain                             | Baseline         | 58.6%        |
| Youth Employment Rate 2nd Quarter After Exit                        | 71.0%            | 81.5%        |
| Youth Employment Rate 4th Quarter Exit                              | 74.0%            | 84.1%        |
| Youth Credential Attainment Rate 4th Quarter After Exit             | 70.0%            | 92.1%        |
| Youth Measurable Skill Gain   | Baseline         | 65.9%        |
| Youth Median Earnings 2nd Quarter After Exit                        | Baseline         | \$3,093      |



# Central Mississippi Planning and Development District

## Overview

Southcentral Mississippi Works (SMW) Local Workforce Development Area is most proud of partnerships and relationships that exist with our workforce partners, particularly the area's community colleges. These partnerships help to educate our citizens about our programs and to cohesively and seamlessly provide our citizens with comprehensive workforce services and training as efficiently and easily as possible.

SMW, in conjunction with Hinds Community College, Copiah-Lincoln Community College, and the Mississippi Department of Employment Security, operates seven WIN Job Centers within a 17-county area. Each of these centers offers a variety of services to help residents seek and secure an appropriate job. Assistance includes, but is not limited to, basic career services, individualized career services, referral to a variety of workforce partner services, and skills and job training when needed.

The Central Mississippi Planning and Development District serves as the administrative and fiscal agent for the Southcentral Mississippi Works Local Workforce Development Area.

## WIN Job Center Locations

### Brookhaven

601-833-3511  
545 Brookway Blvd.  
P.O. Box 790  
Brookhaven, MS 39602-0790

### Jackson

601-321-7931  
5959 I-55 N, Frontage Road  
Suite C  
Jackson, MS 39213

### Madison County

601-859-7609  
152 Watford Parkway Drive  
Canton, MS 39046-0450

### McComb

601-684-4421  
1400-A Harrison Ave.  
McComb, MS 39648

### Mendenhall

601-847-1322  
150 W. Court Ave.  
Mendenhall, MS 39114-3550

### Natchez

601-442-0243  
107 Colonel John  
Pitchford Parkway  
P.O. Box 810  
Natchez, MS 39121-0810

### Pearl

601-321-5441  
212 Saint Paul St.  
Pearl, MS 39208-5134

### Vicksburg

601-619-2841  
755 Hwy 27 S.  
Vicksburg, MS 39180

### INTERESTING FACT

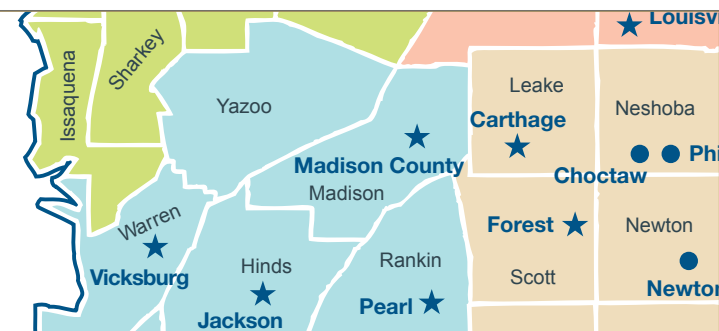
**Natchez was settled by the French in 1716 and is the oldest permanent settlement on the Mississippi River.** Natchez once had 500 millionaires, more than any other city except New York City. Natchez now has more than 500 buildings that are on the National Register of Historic Places.

Magnolia Hall (Natchez, Mississippi) Photo credit: Elisa.rolle





## Southcentral Mississippi Works: Central Mississippi Planning and Development District



*Southcentral Mississippi Works Local Workforce Development Area's designated comprehensive WIN Job Center is the Madison County center located in Canton, MS. This center physically houses all core workforce partner staff and programs. In addition, the center hosts a state university Extension Service. The remaining WIN Job Centers in the area are considered Affiliate Centers.*

The workforce area is in the process of developing a Sector Training Plus Comprehensive One-Stop Center that will house the core workforce partner staff and programs and will provide career tech training programs on-site. In addition, a number of other strategic workforce partner programs will be housed at the center, which will be the first of its kind in the state.

At all WIN Job Centers, customers are provided with basic Career Services to assist them with labor market information, assessment of their current skills and needs, job exploration and career counseling,

job search and placement assistance, information on in-demand sectors and occupations, and many other activities. Based on need, customers are also provided with individualized career services, such as workforce preparation, internships, work experiences, short-term prevocational services, and more. WIOA-funded training opportunities include On-the-Job Training (OJT), Individual Training Accounts (ITA), pre-apprenticeships, and internships. OJT, pre-apprenticeships, and internships benefit both the employer and the employee by offsetting the employer's cost of hiring and training unskilled or under-skilled individuals, while ITAs benefit individuals seeking to acquire or enhance their job skills.

### About Southcentral Mississippi Works

As a local workforce development area under the federal WIOA, Southcentral Mississippi Works (SMW) provides workforce development and training activities that help improve the skills and abilities of workers in order to connect them with permanent employment at a self-sustaining wage level, support the labor needs of local businesses, and contribute to the economic growth of area communities. SMW works closely with a number of workforce partner agencies, including the Mississippi Department of Employment Security, the Mississippi Department of Rehabilitation Services, the Mississippi Department of Human Services,



the four local Community Colleges located within the workforce area, the Mississippi Development Authority, and local economic developers to offer a comprehensive, all-inclusive array of services to both job/service seekers and employers. Activities are also available that are geared specifically to the Out-of-School Youth population.

Workforce activities in the area are overseen by a Local Workforce Development Board and a Local Elected Officials Board. These boards are responsible for overall policy making and allocation of resources within the area. Workforce policies are developed in a manner that ensure employers' hiring and training needs are met and that financial resources are utilized in the most efficient manner. The Local Workforce Development Board membership includes representatives of programs and organizations in accordance with the requirements of the WIOA law. The Local Elected Officials Board membership includes a representative from each of the 17 counties within the local area.

A workforce staff of eight serves as support to the boards. Staff oversee program activity and performance, monitor programmatic activity and fiscal accountability, provide Rapid Response services, and provide support to the one-stop operators and service providers. A vital staff responsibility is that of continual training of WIN Job Center staff in the provision of services and implementation of the area's policies and procedures for all Adult, Dislocated Worker, and Out-of-School Youth programs.



## Local Workforce Development Plan

The State of Mississippi was the first state to submit a workforce development plan under the Workforce Innovation and Opportunity Act. As required by WIOA, Southcentral Mississippi Works subsequently developed and submitted a local workforce development plan to the state.

The local plan describes how required partner programs work together to coordinate their services to better serve those seeking the skills needed to obtain a job. The plan also discusses how the local area addresses the workforce needs of area businesses. The Local Workforce Development Plan has been modified and revised as required.

## Sector Strategy Plan

The workforce area undertook a lengthy project to identify the targeted industry sectors within the workforce area that offered the greatest potential for employment and the greatest need on the part of the employers. The industry sectors identified for Southcentral MS Works Workforce Area are healthcare, manufacturing, and transportation/distribution/logistics. During the program year, the workforce area has worked diligently to develop training services and programs to meet the needs and fill the skill gaps identified by the industry representatives. This is an ongoing effort and while federal WIOA training dollars are not restricted to use only within these targeted sectors, the sectors are given priority in designing workforce efforts.

## MI-BEST Community College Programs

SMW Workforce Development Area works closely with Hinds Community College, Copiah-Lincoln Community College, Holmes Community College, and Southwest Mississippi Community College under the



WIOA to fund the tuition of some MI-BEST participants and to enhance the success of WIOA MI-BEST students enrolled at those community colleges. MI-BEST programs are accelerated approaches to the instruction of skills training and workplace preparation. This program structure follows that of I-BEST, an education model which challenges the conventional notion that basic skills instruction must be completed by students prior to starting college-level courses.

## Youth Programs

SMW's youth programs mainly serve Out-of-School Youth. Services to the Out-of-School Youth population include Career Services, ITAs, and Internships.

The workforce area works with a local food service employer to implement a program, named Refill Café, for at-risk out-of-school youth. Eligible program participants are afforded training in a food service atmosphere, in addition to career counseling, preparation for and opportunities to earn a high-school equivalency if needed, and the opportunity to earn the NCRC. The training provides the youth with workplace skills they need to enter gainful employment, whether in the food service industry or some other occupation.



The workforce area operated an In-School Youth program on a pilot basis for students enrolled in sector industry training at community colleges to afford them with internship training work at manufacturing facilities during the summer months. The program proved highly successful and will be continued during the next program year.

### SMW Innovative Youth Program

The workforce area operates a unique program for adjudicated youth. These individuals are remanded to the program by the youth court judge as an alternative to other judgements.

Participants are afforded intense counseling, preparation for and opportunities to earn a high-school equivalency if needed, and they are required to earn the NCRC during program participation. For those for whom it is appropriate, internships are available with area employers.

### National Career Readiness Certificates

SMW, in cooperation with the workforce area's community colleges, ensures that WIN Job Center customers are offered the opportunity to obtain a National Career Readiness Certificate (NCRC). In keeping with the requirements of WIOA and the

State Plan, the NCRC certifies to potential employers that the holder has the basic skills necessary to succeed in a particular job classification.

Southcentral Mississippi Works has worked closely with the workforce area's community colleges' efforts to assist all 17 counties in earning the Work Ready Community designation. To date, sixteen of the area's seventeen counties have earned that designation. Becoming a Work Ready Community assists economic developers in attracting new business and industry to the area by ensuring that a work-ready pool of potential employees is readily available.



Chase was born in Vicksburg and attended high school there; however, he never really liked school.

He played baseball and football in high school, but eventually got released from the baseball team. After that, Chase dropped out of high school and was soon involved in a severe car accident that left him with a broken back. He is still partially disabled as a result of the accident. Pain medication prescribed to him after the accident led him, as he said, "down a dark road" of addiction. One day, he told his mom that he really wanted help to overcome the addiction and spent some time in a rehabilitation facility in south Mississippi.

Once he came home, he tried to decide what he wanted to do. He still needed a high-school equivalency, so he and his mom went to the Hinds Community College campus in Vicksburg where he enrolled in the Industrial Maintenance MI-BEST program. He excelled with a 4.0 GPA, became a member of Phi Theta Kappa, and earned several certifications including forklift, OSHA, and others. Chase participated in the WIOA-funded internship program sponsored by the Southcentral MS Works Workforce Development Area and he earned a high school equivalency.

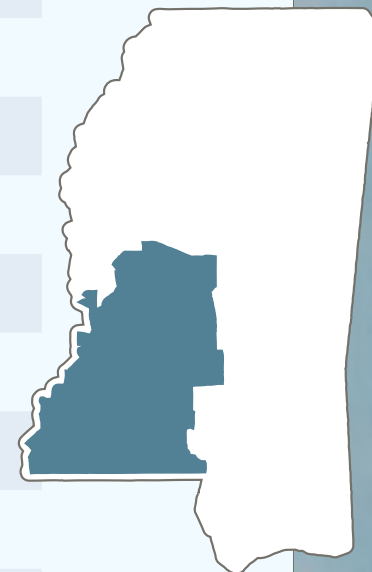
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*He will tell you that the community college training and the WIOA Internship program opportunity turned his life around.*

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**WIOA Title I – Performance Information: Southcentral Mississippi Works Workforce Development Area**

| LOCAL WORKFORCE DEVELOPMENT AREA REPORTED INFORMATION               | NEGOTIATED LEVEL | ACTUAL LEVEL |
|---|------------------|--------------|
| Adult Employment Rate 2nd Quarter After Exit                        | 75.0%            | 78.2%        |
| Adult Employment Rate 4th Quarter After Exit                        | 70.0%            | 77.6%        |
| Adult Median Earnings 2nd Quarter After Exit                        | \$4,800          | \$6,002      |
| Adult Credential Attainment Rate 4th Quarter After Exit             | 48.0%            | 53.9%        |
| Adult Measurable Skill Gain   | Baseline         | 37.3%        |
| Dislocated Worker Employment Rate 2nd Quarter After Exit            | 70.5%            | 74.2%        |
| Dislocated Worker Employment Rate 4th Quarter After Exit            | 64.0%            | 77.3%        |
| Dislocated Worker Median Earnings 2nd Quarter After Exit            | \$4,800          | \$5,253      |
| Dislocated Worker Credential Attainment Rate 4th Quarter After Exit | 48.0%            | 79.6%        |
| Dislocated Worker Measurable Skill Gain                             | Baseline         | 39.6%        |
| Youth Employment Rate 2nd Quarter After Exit                        | 70.5%            | 69.2%        |
| Youth Employment Rate 4th Quarter Exit                              | 68.0%            | 71.0%        |
| Youth Credential Attainment Rate 4th Quarter After Exit             | 70.0%            | 47.2%        |
| Youth Measurable Skill Gain   | Baseline         | 38.6%        |
| Youth Median Earnings 2nd Quarter After Exit                        | Baseline         | \$2,889      |



# Southern Mississippi Planning and Development District

## Overview

Southern Mississippi Planning and Development District (SMPDD) is the fiscal and programmatic agent for the Twin Districts Workforce Development Area (TDWDA). TDWDA provides strategic workforce training and services throughout its 24 diverse counties, from the Coast to Kemper County. TDWDA's services are designed and delivered to increase the pipeline of well-trained individuals to meet the demands of employers within the region, both now and in the future.

TDWDA's strength lies in its active involvement and guidance from the TDWDA Board, its One-Stop Committee, Industry Advisory Council (IAC), Youth Committee, Local Elected Officials Board, and workforce partners including East Central Planning and Development District (ECPDD). Additionally, TDWDA partners with the Mississippi Department of Employment Security (MDES), and our area community colleges-- East Central Community College (ECCC), Jones College (JC), Meridian Community College (MCC), Mississippi Gulf Coast Community College (MGCCC), and Pearl River Community College (PRCC) to provide career pathways and relevant training programs aligned with the unique and specific industry demands. Twin Districts accomplishes this by funding occupational skills training as well as work-based learning activities including youth work experiences, internships, externships, pre-apprenticeships, apprenticeships, on-the-job training (OJT), customized training, and incumbent worker training.

## WIN Job Center Locations

**Carthage**  
601-267-9282  
202 C.O. Brooks St.  
Carthage, MS 39051-4262

**Choctaw**  
601-663-7722  
266 Industrial Road  
Choctaw, MS 39350

**Columbia**  
601-736-2628  
1111 Highway 98  
Columbia, MS 39429-3701

**Forest**  
601-469-2851  
536 Deer Field Drive  
Forest, MS 39074-6005

**Hancock County**  
228-466-5425  
856 Hwy 90 Suite D  
Bay St Louis, MS 39520

**Harrison County**  
228-897-6900  
10162 Southpark Drive  
P.O. Box 2849  
Gulfport, MS 39505-2849

**Hattiesburg**  
601-584-1202  
1911 Arcadia Street  
Hattiesburg, MS 39401-5428

**Laurel**  
601-399-4000  
2139 Highway 15 N, Suite D  
Laurel, MS 39440

**Meridian**  
601-553-9511  
2000 Highway 19 N  
Meridian, MS 39307-4906

**Newton**  
601-683-2021  
107 Adams St.  
Newton, MS 39345-2642

**Pascagoula**  
228-762-4713  
1604 Denny Ave.  
P.O. Box 1058  
Pascagoula, MS 39568-1058

**Philadelphia**  
601-389-3431  
1016 Saxon Airport Road  
Philadelphia, MS 39350

**Picayune**  
601-798-3472  
2005 Wildwood Road  
Picayune, MS 39466

### INTERESTING FACT

**The Friendship Oak**, located at USM in Long Beach, is over 500 years old. The Friendship Oak dates from the year 1487, and was a sapling at the time that Christopher Columbus first visited the new world.

Photo credit: Woodlot



## WIN Job Centers

As part of the American Job Center Network, TDWDA has 13 WIN Job Centers that fulfill two primary missions: assisting employers in locating and training a highly skilled labor force specific to their operational needs, and assisting job seekers in obtaining high-demand skills and job search tools that will lead them to long-term employment with family-sustaining wages. Through career exploration, job placement, career counseling, and work-based and educational training opportunities, WIN Job Centers help employers recruit and train employees to meet their business needs. They help participants find jobs and get the skills they need to improve their own lifelong career pathways. As the backbone of the local workforce system, WIN Job Centers are at the heart of the Governor's vision of creating a Work-Ready Mississippi.



### Work-Based Learning Success

### ITA + Internship = a WIN/WIN for both businesses and job seekers in TDWDA

Cory Stanley is a retired Army Veteran and enrolled in the Electrical Technology course at the Mississippi Gulf Coast Community College (MGCCC) Jefferson Davis Campus in Gulfport, Mississippi. Cory is currently employed through the Mississippi iWork Internship program as an Electrician Helper at Murphy Electric, LLC in Gulfport. Cory stated, “After completing 25 years of service in the military and at the age of 44, I knew I wanted to start a new career. I did not want to sit behind a desk at a government agency. I wanted to learn a skill, a skill that was needed and one that affects people’s lives on a daily bases. One of the skills that interested me and has always found a way to be part of life was the electrical field.” As an intern at Murphy Electric, LLC, Cory has gained practical experience that cannot be replicated in a classroom environment. The internship experience is invaluable and will allow him to continue working as a full-time employee with confidence. Cory says, “Sixteen to twenty hours a week is the right amount of time for me, as it allows me to juggle the classroom, my family of five, coaching baseball, and my hobbies”.

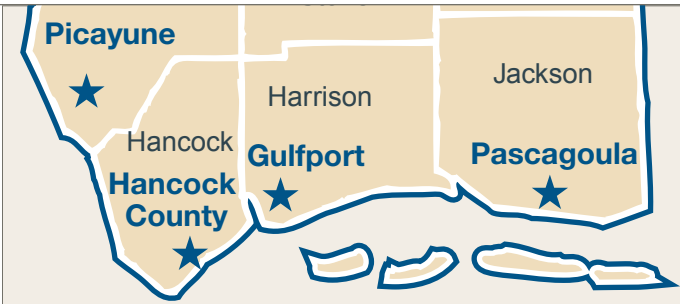
At the completion of his internship and graduating from MGCCC, Cory plans to continue to work for Murphy Electric, LLC and to develop the skills and knowledge required to achieve his goal, to be a master electrician and own and operate his own electrical contracting company.



*Princess Sydni Jade Tangle with TDWDA Board Chair, David Stephens, and LEO Board Chair Calvin Newsom*



*Economic development official from the Mississippi Band of Choctaw Indians at the opening of the new WIN Job Center.*



## Gulfport Twin Districts Comprehensive Center

The WIN Job Center in Harrison County, located in Gulfport, serves as the Comprehensive Center for Twin Districts. All of the core partners (MDES, MDHS, MDRS, and the community college, MGCCC) are all located in the Comprehensive Center. Additionally, there is a Youth representative available who can make referrals throughout the workforce district. Other on-site partners include Moore Community House/Women in Construction, Senior Community Services Employment Program (SCSEP), Job Corps, Families First, Veterans Services, Unemployment Insurance, and Wagner Peyser Labor Exchange. The partners work together to ensure that the individual is receiving the workforce training services and support services they need to make them as successful as possible.

## New WIN Job Center on Choctaw Indian Reservation

On Friday, May 10, 2019, a ribbon cutting was held in Choctaw, MS, for the WIN Job Center satellite office located at the MS Band of Choctaw Indians Manpower Building. 2018-2019 Choctaw Indian Princess Sydni Jade Tangle, Tribal officials, representatives from the Southern Mississippi Planning and Development District, and Mississippi Department of Employment Security (MDES) were on hand to help celebrate this exciting new partnership.

The WIN Job Center satellite office will be fully staffed on Fridays with a representative from the East Central Community College providing computer classes and MDES staff providing job search and career services. The new office opened on Friday, May 17, 2019.

## TDWDA WIOA Youth Services

Twin Districts also has a Youth Committee that works with youth service providers to ensure that Twin Districts offers training programs that provide the education and skills needed for the future workforce. The Committee and Board strive to connect area youth with training, education, and work experience in high growth labor markets. Currently, the Twin Districts youth programs are available to Out-of-School Youth (OSY) age 16 to 24. SMPDD has been very successful as a direct services provider for Out-of-School Youth at four sites located in Laurel, Forest, Waveland, and Columbia. Additionally, there are eight other OSY sites operated by SMPDD/TDWDA youth services providers. Work readiness training/soft skills, financial literacy, High School Equivalency (HSE) test prep, National Career Readiness Certification (NCRC) testing, and paid work experience are among the services provided as we “meet the youth where they are” in their journey to be good citizens earning family-sustaining wages. As part of the Sector Strategy, time is spent in the Youth curriculum familiarizing the individuals with the pathways and skill requirements for jobs in Advanced Manufacturing, Energy and Chemicals, and Healthcare.

### Taryn Overpowers Challenges to Succeed

At the age of 16, Taryn Shelton enrolled in the Mississippi Gulf Coast Community College WIOA Out-of-School Youth Program at the Perkinson Campus in February 2019. Miss Shelton dreamed of attending college because she wanted to help others, but felt that going to college was unachievable due to extensive health circumstances. As a middle school dropout, Miss Shelton entered the program and gained confidence as she prepared for and completed the High School Equivalency Test.

Miss Shelton earned a High School Equivalency within six weeks of entering the program, and also completed the Money Smart and Bring Your ‘A’ Game Curriculum. Miss Shelton completed the paid work experience at Gypsy Girls’ clothing boutique where she learned about entrepreneurship and customer services.

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*Miss Shelton is now pursuing the dream that she initially felt was impossible.*

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She enrolled in college on August 21, 2019, and is majoring in Psychology. Miss Shelton looks forward to earning her Associate Degree at MGCCC and transferring to a four-year university. She is eager to start a career in helping others.



Taryn Shelton







*Kehe-mal*

## A Future Pathway

Kehe-mal came to the Laurel SMPDD Workforce Training Center as an 18-year-old recent high school graduate who was undecided about his future. After experiencing a tragic loss days before graduation, Kehe-mal began to question his future and to struggle emotionally. Once Kehe-mal completed classroom training, he was placed in work experience with the City of Laurel and Lee's Coffee shop. Both worksites stated that Kehe-mal was a great employee and displayed a great work ethic. With the mentorship and classroom training provided by the SMPDD staff, Kehe-mal was able to find clarity and decide on a future pathway. He has enrolled in Jones College, is majoring in Business Administration, and is consistently on the honor roll. In addition to school, Kehe-mal is currently employed at Darts Container. Kehe-mal visits the Workforce Training Center regularly for assistance with his college assignments, work-related advice, and to tell the staff some of his latest jokes.

## Determination Leads to a Career in the Air Force

Dante Morris was a mild-mannered, unemployed, 22-year-old high school graduate who enrolled in SMPDD's Columbia WIOA Workforce Training Center to gain work experience and to receive tutoring to prepare for the ASVAB. Mr. Morris's career goal was to enter the military, specifically the U.S. Air Force. In addition to classroom training, Mr. Morris was provided with work experience opportunities with the Marion County Career and Technology Center and Open Wings Senior & Disabled Center. He did very well at both work sites. Because of his determination, Mr. Morris passed the ASVAB, enlisted in the U.S. Air Force, and is currently stationed in Biloxi, MS.



*Dante Morris*



*Tamara Jordan*



## TDWDA Accomplishments and Successes

TDWDA has fully embraced work-based learning experiences. This year, our workforce development area funded several customized training programs that are aligned with our Sector Strategy focus on Advanced Manufacturing, Energy and Chemical, and Healthcare. The goal is to provide career pathways in these sectors where a student or employee progresses through a series of steps to become better skilled and have the ability to earn better wages. In PY 2018 we funded a Nurse Externship with the MS Hospital Association, two customized programs at East Central Community College (EMCC) - the Electrical Lineman and the Warriors S.U.C.C.E.S.S programs - and a Shipfitters Bootcamp at MGCCC. Additionally, we partnered with the MS Development Authority (MDA) to help train new hires at Pearl River Foods, SaviLinx, and the Lineman Apprenticeship Program in the Pine Belt.

The Shipfitters Bootcamp was featured in an article in the latest issue of Gulf Coast Woman magazine at <https://www.gcwmultimedia.com/read-online/>.

*Photos courtesy of Ingalls Shipbuilding*

## Setting Sail in a New Direction

### Shipfitting program gives women opportunities to build ships and a career

Imagine watching a giant, gray Navy ship pull out of port as crew members scramble to their jobs on deck, and watching that ship until it eventually disappears over the horizon. Now imagine playing a role in the ship's construction. That's what Tamara Jordan and Mayra Alexandria Collazo-Rodriguez feel. They, along with dozens of other women who completed the Women's Shipfitting Bootcamp at Mississippi Gulf Coast Community College, were hired at Ingalls Shipbuilding in Pascagoula in the past few months. "It's an incredible feeling to know that you are part of something so massive and so important," Jordan said. "If you had asked me a year ago if I'd be here, doing this, I would have said you were crazy." Collazo-Rodriguez said she feels the same, "I love this job. It's exciting."



Mayra Alexandria Collazo-Rodriguez



The two women signed up for the program through the Moore Community House Women in Construction program. That program is a pre-apprenticeship job training program designed to train women for careers in non-traditional career pathways. In Mississippi, women constitute approximately 50 percent of the workforce, but account for 75 percent of minimum wage workers. Even if they work full time, minimum wage is below the poverty level to support a family's basic needs. Brock Clark, Dean of Workforce Development at MGCCC, said that trade jobs, like shipfitting, welding, and construction, provide a pathway to higher wages. "We collaborate with Women in Construction on a regular basis to provide additional skill training for some of their program completers", he said. "They have provided us exceptional individuals for the training. We are thrilled with the bootcamp's success and the career possibilities it is providing for these participants."

"I've worked in all kinds of places, from housekeeping to retail," Jordan said. "It's hard to support just me on minimum wage. Receiving training and certifications will allow me to be much more financially successful." Collazo-Rodriguez said the training and new career helps her entire family. "I needed to make better money for my family," she said. "Receiving training in a field that is so in demand is awesome. Getting this great job is even better."

MGCCC's 400-hour Shipfitter Bootcamp provides NCCER Core and four AWS Structural Welding certifications. Of the two recent shipfitting bootcamps for women, 35 women have completed programs, with two of the completers qualifying for welding positions because of their advancement in the bootcamp. Clark said the college and its partners plan to hold more programs such as this one. "We continue to work with industry partners to plan short-term training programs," he said. "If there's an industry need, we can work out a program designed

specifically to meet their requirements. It helps our local economy by providing well-trained employees for industry and great job opportunities for program completers."

For the recent classes, MGCCC partnered with the Southern Mississippi Planning and Development District, WIN Job Center, Ingalls Shipbuilding, Women in Construction and the Mississippi Community College Board. To participate in the Shipfitter Bootcamp program, individuals must qualify through the WIN Job Center.



### Shipbuilding Academy

TDWDA continued to financially support the efforts of the Shipbuilders Academy throughout the year and harness the partnership with the Gulf States Shipbuilders Consortium.

## Lineman Apprenticeship Training

The TDWDA has partnered with PRCC to support the Lineman Apprenticeship Program for the Pine Belt region, using funding through MS Works. The Pearl River Community College (PRCC) Lineman Apprenticeship Program contract agreement will continue until June 30th, 2020. The Petal High School pre-apprenticeship program grew out of the success of this training.

## Petal High School Pre-Apprenticeship Utility Lineman Program

On Friday, April 5, 2019, Petal High School and PRCC hosted an Industry Open House to showcase the Dual Enrollment Lineman Program housed at Petal High School. This program is possible through a partnership with: SMPDD/TDWDA, Savio HR Solutions, Chain Electric, Petal School District, and Pearl River Community College.



## SCSEP Success Stories

The Senior Community Service Employment Program (SCSEP), sponsored by the Southern Mississippi Planning and Development District, held two Annual Host Agency Appreciation Luncheons this year. They recognized the tremendous contributions to their program participants made by the individual SCSEP host agencies in the 15-county territory. Enrollment into SCSEP allows low-income people over the age of 55 to earn subsidized wages as they update and upgrade their job skills.

The goal for each SCSEP Participant is to be able to re-enter their local workforce and obtain permanent, unsubsidized employment. While SMPDD sponsors this popular job-readiness program and provides wages, workers' compensation coverage, eligibility determination, and program oversight, it is their dozens of host agency partners in the 15 counties that provide on-site local training, supervision, and mentorship.

In many cases, the host agency is able to hire the SCSEP participant on a permanent basis, saving agency training dollars. While all host agency supervisors who attended the luncheon with their SCSEP Participant were recognized for their mentoring achievements, Janie O'Keefe, Executive Director of Disability Connection, was presented a Certificate of Appreciation in recognition of her tireless commitment to training, supervising, and hiring SCSEP participants. Barbara Cones, SCSEP Participant Reception Assistant to Mayor Shea Dobson of Ocean Springs, MS, received a Certificate of Achievement in honor of her outstanding performance of duties at this assignment. Finally, a plaque was presented to Richmond Vincent, CEO of Goodwill Industries of South Mississippi, to recognize his agency as SCSEP's Outstanding Host Agency for 2018 and honor his agency's tremendous contribution as partners, supervisors, mentors, and as a large employer of SCSEP participants in the southern six counties of South Mississippi.





## Mississippi Department of Employment Security/Senior Community Service Employment Program Success

Mr. Richard Zorek came to Mississippi from Kansas in 2012. He had worked in retail management, owned an online thrift store, driven buses, installed cable lines, and had worked as an assembly person at a computer factory. But being multi-talented did not guarantee that Mr. Zorek was able to find employment at the age of 55. Indeed, Mr. Zorek remained unemployed, and was at risk of homelessness, when he was referred to the SCSEP program by his local WIN Job Center in Pearl River County.

Mr. Zorek was assigned to the Mississippi Department of Health office in Carriere, Mississippi, where he served with distinction for one full year. Mr. Zorek was referred to an unsubsidized employment opportunity at another agency which was searching for a small appliance repairman. He applied for this position and was quickly hired.

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*Mr. Zorek gained necessary skills through SCSEP that helped him find new employment that will use his many talents and greatly improve his lifestyle.*

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Although Mr. Zorek is now employed on a full-time basis, he still finds time to volunteer at a local food bank in Picayune, proving once again that age is an asset, and experience, a benefit.



### WIOA Title I – Performance Information: Twin Districts Workforce Development Area

| LOCAL WORKFORCE DEVELOPMENT AREA REPORTED INFORMATION               | NEGOTIATED LEVEL | ACTUAL LEVEL |
|---|------------------|--------------|
| Adult Employment Rate 2nd Quarter After Exit                        | 70.0%            | 77.8%        |
| Adult Employment Rate 4th Quarter After Exit                        | 70.0%            | 77.4%        |
| Adult Median Earnings 2nd Quarter After Exit                        | \$4,400          | \$5,221      |
| Adult Credential Attainment Rate 4th Quarter After Exit             | 46.0%            | 46.7%        |
| Adult Measurable Skill Gain   | Baseline         | 29.8%        |
| Dislocated Worker Employment Rate 2nd Quarter After Exit            | 68.0%            | 73.9%        |
| Dislocated Worker Employment Rate 4th Quarter After Exit            | 66.5%            | 73.2%        |
| Dislocated Worker Median Earnings 2nd Quarter After Exit            | \$4,500          | \$5,823      |
| Dislocated Worker Credential Attainment Rate 4th Quarter After Exit | 46.0%            | 47.0%        |
| Dislocated Worker Measurable Skill Gain                             | Baseline         | 33.0%        |
| Youth Employment Rate 2nd Quarter After Exit                        | 69.0%            | 75.0%        |
| Youth Employment Rate 4th Quarter Exit                              | 69.4%            | 75.2%        |
| Youth Credential Attainment Rate 4th Quarter After Exit             | 64.0%            | 68.1%        |
| Youth Measurable Skill Gain   | Baseline         | 54.7%        |
| Youth Median Earnings 2nd Quarter After Exit                        | Baseline         | \$2,366      |





# APPENDIX B

## On-the-Job Training Accounts and Individual Training Accounts

### On-the-Job Training Including MDES, MDA, & Other Funding Sources

The following tables identify the breakdown of On-the-Job Training (OJT) spending by Fund Source Category and Local Workforce Area for all funds including funds from the Mississippi Development Authority. These tables help demonstrate the diversity of the areas served with the OJT funding.

#### OJT by Fund Source Category

| Fund Source Category | Number of Students Trained | Total Amount Spent    |
|----------------------|----------------------------|-----------------------|
| Adult                | 876                        | \$3,210,918.69        |
| Dislocated Worker    | 114                        | \$563,498.03          |
| Statewide Funds      | 653                        | \$1,732,409.04        |
| <b>OVERALL TOTAL</b> | <b>1,643</b>               | <b>\$5,506,825.76</b> |

#### OJT by Local Workforce Area

| Local Workforce Development Area | Number of Students Trained | Total Amount Spent    |
|----------------------------------|----------------------------|-----------------------|
| Delta                            | 239                        | \$937,561.60          |
| MS Partnership                   | 799                        | \$2,428,121.88        |
| Southcentral MS Works            | 129                        | \$565,507.20          |
| Twin Districts                   | 476                        | \$1,575,635.08        |
| <b>TOTAL</b>                     | <b>1,643</b>               | <b>\$5,506,825.76</b> |

# Individual Training Accounts

## Individual Training Accounts Summary

| Provider Name                             | Course/Major Description   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|---|----------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Accelerated Dental Assisting Academy      | Health Related Occupations | 3                          | \$7,932.00            | \$7,932.00                | \$2,644.00           |
| Ace Training Center, Inc.                 | Truck Driving              | 79                         | \$331,700.00          | \$331,700.00              | \$4,198.73           |
| Alcorn State University School of Nursing | Health Related Occupations | 4                          | \$19,974.83           | \$19,974.83               | \$4,993.71           |
| Bevill State Community College            | Health Related Occupations | 6                          | \$12,205.00           | \$12,205.00               | \$2,034.17           |
| Coahoma Community College                 | Health Related Occupations | 38                         | \$79,481.89           | \$79,481.89               | \$2,091.63           |
| Compusystems, Incorporated                | Computer Occupations       | 1                          | \$1,000.00            | \$3,000.00                | \$1,000.00           |
|   | Miscellaneous Occupations  | 2                          | \$2,000.00            |                           |                      |
| Copiah-Lincoln Community College          | Health Related Occupations | 15                         | \$35,813.27           | \$36,808.27               | \$2,300.52           |
|   | Welding Occupations        | 1                          | \$995.00              |                           |                      |
| CRW Truck Driving Training School         | Truck Driving              | 51                         | \$196,350.00          | \$196,350.00              | \$3,850.00           |
| Delta State University                    | Academic Classes           | 59                         | \$132,906.33          | \$270,716.57              | \$2,354.06           |
|   | Business Occupations       | 17                         | \$41,438.70           |                           |                      |
|   | Computer Occupations       | 4                          | \$9,453.49            |                           |                      |
|   | Health Related Occupations | 35                         | \$86,918.05           |                           |                      |
| East Central Community College            | Health Related Occupations | 28                         | \$50,504.96           | \$81,134.96               | \$2,028.37           |
|   | Truck Driving              | 11                         | \$27,500.00           |                           |                      |
|   | Welding Occupations        | 1                          | \$3,130.00            |                           |                      |

## Individual Training Accounts Summary

| Provider Name                      | Course/Major Description       | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|------------------------------------|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| East Mississippi Community College | Automotive Occupations         | 2                          | \$3,000.00            | \$123,233.00              | \$970.34             |
|                                    | Building & Construction Trades | 2                          | \$3,410.00            |                           |                      |
|                                    | Computer Occupations           | 9                          | \$13,500.00           |                           |                      |
|                                    | Electrical Occupations         | 4                          | \$7,540.25            |                           |                      |
|                                    | Health Related Occupations     | 45                         | \$34,278.00           |                           |                      |
|                                    | Maintenance Occupations        | 1                          | \$860.00              |                           |                      |
|                                    | Manufacturing                  | 34                         | \$17,514.75           |                           |                      |
|                                    | Production Machine Occ.        | 5                          | \$8,220.00            |                           |                      |
|                                    | Truck Driving                  | 16                         | \$30,750.00           |                           |                      |
|                                    | Welding Occupations            | 9                          | \$4,160.00            |                           |                      |

## Individual Training Accounts Summary

| Provider Name              | Course/Major Description       | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|----------------------------|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Hinds Community College    | Automotive Occupations         | 3                          | \$5,722.50            |                           |                      |
|                            | Building & Construction Trades | 1                          | \$2,434.25            |                           |                      |
|                            | Business Occupations           | 6                          | \$16,828.05           |                           |                      |
|                            | Health Related Occupations     | 26                         | \$57,415.03           |                           |                      |
|                            | Maintenance Occupations        | 5                          | \$7,299.95            |                           |                      |
|                            | Miscellaneous Occupations      | 148                        | \$218,160.65          |                           |                      |
|                            | Service Occupations            | 3                          | \$6,105.50            |                           |                      |
|                            | Welding Occupations            | 2                          | \$5,129.00            | \$319,094.93              | \$1,644.82           |
| Holmes Community College   | Academic Classes               | 1                          | \$1,413.95            |                           |                      |
|                            | Electrical Occupations         | 1                          | \$1,500.00            |                           |                      |
|                            | Health Related Occupations     | 29                         | \$75,124.70           | \$78,038.65               | \$2,517.38           |
| Itawamba Community College | Academic Classes               | 3                          | \$2,233.00            | \$102,747.61              | \$1,533.55           |
|                            | Automotive Occupations         | 2                          | \$4,500.00            |                           |                      |
|                            | Electrical Occupations         | 2                          | \$5,340.00            |                           |                      |
|                            | Health Related Occupations     | 42                         | \$50,755.61           |                           |                      |
|                            | Truck Driving                  | 17                         | \$39,550.00           |                           |                      |
|                            | Welding Occupations            | 1                          | \$369.00              |                           |                      |

## Individual Training Accounts Summary

| Provider Name                            | Course/Major Description       | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|--|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Jones College                            | Building & Construction Trades | 2                          | \$964.00              | \$80,419.42               | \$1,961.45           |
|  | Health Related Occupations     | 12                         | \$44,680.42           |                           |                      |
|  | Truck Driving                  | 25                         | \$33,237.00           |                           |                      |
|  | Welding Occupations            | 2                          | \$1,538.00            |                           |                      |
| Medical 2 Career College, Inc.           | Health Related Occupations     | 3                          | \$4,000.00            | \$4,000.00                | \$1,333.33           |
| Meridian Community College               | Health Related Occupations     | 58                         | \$141,640.33          | \$188,090.14              | \$2,474.87           |
|  | Maintenance Occupations        | 1                          | \$1,356.00            |                           |                      |
|  | Truck Driving                  | 17                         | \$45,093.81           |                           |                      |
| Mississippi Delta Community College      | Building & Construction Trades | 3                          | \$675.00              | \$212,637.68              | \$2,311.28           |
|  | Health Related Occupations     | 82                         | \$197,037.68          |                           |                      |
|  | Service Occupations            | 3                          | \$7,325.00            |                           |                      |
|  | Truck Driving                  | 4                          | \$7,600.00            |                           |                      |
| Mississippi Gulf Coast Community College | Academic Classes               | 6                          | \$20,394.00           | \$203,050.14              | \$3,384.17           |
|  | Business Occupations           | 7                          | \$22,711.15           |                           |                      |
|  | Health Related Occupations     | 46                         | \$155,531.54          |                           |                      |
|  | Maintenance Occupations        | 1                          | \$4,413.45            |                           |                      |
| Mississippi Truck Driving School, LLC    | Truck Driving                  | 112                        | \$247,400.00          | \$247,400.00              | \$2,208.93           |

## Individual Training Accounts Summary

| Provider Name                           | Course/Major Description   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|---|----------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Mississippi University for Women        | Health Related Occupations | 1                          | \$6,000.00            | \$6,000.00                | \$6,000.00           |
| Mississippi Valley State University     | Academic Classes           | 10                         | \$31,500.00           | \$69,500.00               | \$3,021.74           |
|   | Business Occupations       | 12                         | \$36,000.00           |                           |                      |
|   | Miscellaneous Occupations  | 1                          | \$2,000.00            |                           |                      |
| Northeast Mississippi Community College | Academic Classes           | 6                          | \$5,558.00            | \$69,119.50               | \$1,304.14           |
|   | Computer Occupations       | 1                          | \$1,500.00            |                           |                      |
|   | Health Related Occupations | 22                         | \$26,061.50           |                           |                      |
|   | Truck Driving              | 24                         | \$36,000.00           |                           |                      |
| Northwest Mississippi Community College | Automotive Occupations     | 1                          | \$3,158.00            | \$140,997.90              | \$2,819.96           |
|   | Computer Occupations       | 1                          | \$1,500.00            |                           |                      |
|   | Electrical Occupations     | 1                          | \$500.00              |                           |                      |
|   | Health Related Occupations | 43                         | \$130,764.90          |                           |                      |
|   | Maintenance Occupations    | 1                          | \$3,000.00            |                           |                      |
|   | Truck Driving              | 3                          | \$2,075.00            |                           |                      |

## Individual Training Accounts Summary

| Provider Name                               | Course/Major Description       | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|---|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Pearl River Community College               | Academic Classes               | 2                          | \$2,610.00            | \$134,452.89              | \$2,585.63           |
|   | Automotive Occupations         | 1                          | \$2,170.00            |                           |                      |
|   | Building & Construction Trades | 1                          | \$100.00              |                           |                      |
|   | Business Occupations           | 1                          | \$2,000.00            |                           |                      |
|   | Electrical Occupations         | 2                          | \$6,720.00            |                           |                      |
|   | Health Related Occupations     | 31                         | \$98,052.89           |                           |                      |
|   | Service Occupations            | 12                         | \$22,200.00           |                           |                      |
|   | Welding Occupations            | 2                          | \$600.00              |                           |                      |
| Phillips Community College UA-Helena Campus | Health Related Occupations     | 9                          | \$20,886.14           | \$20,886.14               | \$2,320.68           |
| Southwest Mississippi Community College     | Health Related Occupations     | 16                         | \$58,402.70           | \$58,402.70               | \$3,650.17           |
| Truck Driver Institute, Inc.                | Truck Driving                  | 18                         | \$69,050.00           | \$69,050.00               | \$3,836.11           |
| University of Mississippi                   | Academic Classes               | 1                          | \$1,500.00            | \$1,500.00                | \$1,500.00           |
| University of Southern Mississippi          | Service Occupations            | 7                          | \$23,962.00           | \$23,962.00               | \$3,423.14           |
| <b>TOTAL</b>                                |                                | <b>1,388</b>               | <b>\$3,191,886.22</b> | <b>\$3,191,886.22</b>     | <b>\$2,299.63</b>    |

# Local Workforce Development Areas Individual Training Accounts

## All Local Workforce Development Areas

| Local Area | Provider Name                             | Course Major                   | # of Participants | Total Amount |
|------------|---|--------------------------------|-------------------|--------------|
| Delta      | Ace Training Center, Inc.                 | Truck Driving                  | 40                | \$168,000.00 |
| Delta      | Alcorn State University School of Nursing | Health Related Occupations     | 2                 | \$7,017.75   |
| Delta      | Coahoma Community College                 | Health Related Occupations     | 33                | \$63,981.89  |
| Delta      | Compusystems, Incorporated                | Computer Occupations           | 1                 | \$1,000.00   |
| Delta      | Compusystems, Incorporated                | Miscellaneous Occupations      | 2                 | \$2,000.00   |
| Delta      | CRW Truck Driving Training School         | Truck Driving                  | 16                | \$67,200.00  |
| Delta      | Delta State University                    | Academic Classes               | 55                | \$118,773.33 |
| Delta      | Delta State University                    | Business Occupations           | 17                | \$41,438.70  |
| Delta      | Delta State University                    | Computer Occupations           | 4                 | \$9,453.49   |
| Delta      | Delta State University                    | Health Related Occupations     | 33                | \$84,542.55  |
| Delta      | Hinds Community College                   | Health Related Occupations     | 4                 | \$7,903.70   |
| Delta      | Holmes Community College                  | Health Related Occupations     | 11                | \$31,992.35  |
| Delta      | Mississippi Delta Community College       | Building & Construction Trades | 3                 | \$675.00     |
| Delta      | Mississippi Delta Community College       | Health Related Occupations     | 77                | \$187,153.44 |
| Delta      | Mississippi Delta Community College       | Service Occupations            | 3                 | \$7,325.00   |
| Delta      | Mississippi Delta Community College       | Truck Driving                  | 4                 | \$7,600.00   |



## All Local Workforce Development Areas

| Local Area     | Provider Name                               | Course Major                   | # of Participants | Total Amount |
|----------------|---|--------------------------------|-------------------|--------------|
| Delta          | Mississippi Truck Driving School, LLC       | Truck Driving                  | 10                | \$42,000.00  |
| Delta          | Mississippi University for Women            | Health Related Occupations     | 1                 | \$6,000.00   |
| Delta          | Mississippi Valley State University         | Academic Classes               | 9                 | \$30,000.00  |
| Delta          | Mississippi Valley State University         | Business Occupations           | 12                | \$36,000.00  |
| Delta          | Mississippi Valley State University         | Miscellaneous Occupations      | 1                 | \$2,000.00   |
| Delta          | Northwest Mississippi Community College     | Automotive Occupations         | 1                 | \$3,158.00   |
| Delta          | Northwest Mississippi Community College     | Health Related Occupations     | 15                | \$44,036.25  |
| Delta          | Phillips Community College UA-Helena Campus | Health Related Occupations     | 8                 | \$18,674.03  |
| Delta          | Truck Driver Institute, Inc.                | Truck Driving                  | 14                | \$58,800.00  |
| MS Partnership | Bevill State Community College              | Health Related Occupations     | 6                 | \$12,205.00  |
| MS Partnership | Coahoma Community College                   | Health Related Occupations     | 5                 | \$15,500.00  |
| MS Partnership | CRW Truck Driving Training School           | Truck Driving                  | 7                 | \$17,500.00  |
| MS Partnership | Delta State University                      | Health Related Occupations     | 2                 | \$2,375.50   |
| MS Partnership | East Central Community College              | Health Related Occupations     | 18                | \$16,395.00  |
| MS Partnership | East Mississippi Community College          | Automotive Occupations         | 2                 | \$3,000.00   |
| MS Partnership | East Mississippi Community College          | Building & Construction Trades | 2                 | \$3,410.00   |
| MS Partnership | East Mississippi Community College          | Computer Occupations           | 9                 | \$13,500.00  |
| MS Partnership | East Mississippi Community College          | Electrical Occupations         | 4                 | \$7,540.25   |

## All Local Workforce Development Areas

| Local Area     | Provider Name                       | Course Major               | # of Participants | Total Amount |
|----------------|-------------------------------------|----------------------------|-------------------|--------------|
| MS Partnership | East Mississippi Community College  | Health Related Occupations | 45                | \$34,278.00  |
| MS Partnership | East Mississippi Community College  | Maintenance Occupations    | 1                 | \$860.00     |
| MS Partnership | East Mississippi Community College  | Manufacturing              | 34                | \$17,514.75  |
| MS Partnership | East Mississippi Community College  | Production Machine Occ.    | 5                 | \$8,220.00   |
| MS Partnership | East Mississippi Community College  | Truck Driving              | 16                | \$30,750.00  |
| MS Partnership | East Mississippi Community College  | Welding Occupations        | 9                 | \$4,160.00   |
| MS Partnership | Hinds Community College             | Health Related Occupations | 1                 | \$3,000.00   |
| MS Partnership | Holmes Community College            | Electrical Occupations     | 1                 | \$1,500.00   |
| MS Partnership | Holmes Community College            | Health Related Occupations | 17                | \$40,802.35  |
| MS Partnership | Itawamba Community College          | Academic Classes           | 3                 | \$2,233.00   |
| MS Partnership | Itawamba Community College          | Automotive Occupations     | 2                 | \$4,500.00   |
| MS Partnership | Itawamba Community College          | Electrical Occupations     | 2                 | \$5,340.00   |
| MS Partnership | Itawamba Community College          | Health Related Occupations | 41                | \$48,965.61  |
| MS Partnership | Itawamba Community College          | Truck Driving              | 17                | \$39,550.00  |
| MS Partnership | Itawamba Community College          | Welding Occupations        | 1                 | \$369.00     |
| MS Partnership | Medical 2 Career College Inc        | Health Related Occupations | 3                 | \$4,000.00   |
| MS Partnership | Meridian Community College          | Health Related Occupations | 9                 | \$25,350.00  |
| MS Partnership | Mississippi Delta Community College | Health Related Occupations | 1                 | \$390.00     |

## All Local Workforce Development Areas

| Local Area            | Provider Name                             | Course Major               | # of Participants | Total Amount |
|-----------------------|---|----------------------------|-------------------|--------------|
| MS Partnership        | Mississippi Gulf Coast Community College  | Health Related Occupations | 1                 | \$3,000.00   |
| MS Partnership        | Mississippi Truck Driving School, LLC     | Truck Driving              | 100               | \$197,000.00 |
| MS Partnership        | Mississippi Valley State University       | Academic Classes           | 1                 | \$1,500.00   |
| MS Partnership        | Northeast Mississippi Community College   | Academic Classes           | 6                 | \$5,558.00   |
| MS Partnership        | Northeast Mississippi Community College   | Computer Occupations       | 1                 | \$1,500.00   |
| MS Partnership        | Northeast Mississippi Community College   | Health Related Occupations | 22                | \$26,061.50  |
| MS Partnership        | Northeast Mississippi Community College   | Truck Driving              | 24                | \$36,000.00  |
| MS Partnership        | Northwest Mississippi Community College   | Computer Occupations       | 1                 | \$1,500.00   |
| MS Partnership        | Northwest Mississippi Community College   | Electrical Occupations     | 1                 | \$500.00     |
| MS Partnership        | Northwest Mississippi Community College   | Health Related Occupations | 28                | \$86,728.65  |
| MS Partnership        | Northwest Mississippi Community College   | Maintenance Occupations    | 1                 | \$3,000.00   |
| MS Partnership        | Northwest Mississippi Community College   | Truck Driving              | 3                 | \$2,075.00   |
| MS Partnership        | Pearl River Community College             | Health Related Occupations | 1                 | \$3,000.00   |
| MS Partnership        | Truck Driver Institute, Inc.              | Truck Driving              | 3                 | \$6,500.00   |
| Southcentral MS Works | Accelerated Dental Assisting Academy      | Health Related Occupations | 3                 | \$7,932.00   |
| Southcentral MS Works | Ace Training Center, Inc.                 | Truck Driving              | 25                | \$105,000.00 |
| Southcentral MS Works | Alcorn State University School of Nursing | Health Related Occupations | 2                 | \$12,957.08  |
| Southcentral MS Works | Copiah-Lincoln Community College          | Health Related Occupations | 15                | \$35,813.27  |

## All Local Workforce Development Areas

| Local Area            | Provider Name                            | Course Major                   | # of Participants | Total Amount |
|-----------------------|--|--------------------------------|-------------------|--------------|
| Southcentral MS Works | Copiah-Lincoln Community College         | Welding Occupations            | 1                 | \$995.00     |
| Southcentral MS Works | CRW Truck Driving Training School        | Truck Driving                  | 23                | \$93,450.00  |
| Southcentral MS Works | Delta State University                   | Academic Classes               | 4                 | \$14,133.00  |
| Southcentral MS Works | East Central Community College           | Health Related Occupations     | 2                 | \$7,644.96   |
| Southcentral MS Works | Hinds Community College                  | Automotive Occupations         | 3                 | \$5,722.50   |
| Southcentral MS Works | Hinds Community College                  | Building & Construction Trades | 1                 | \$2,434.25   |
| Southcentral MS Works | Hinds Community College                  | Business Occupations           | 6                 | \$16,828.05  |
| Southcentral MS Works | Hinds Community College                  | Health Related Occupations     | 19                | \$42,258.33  |
| Southcentral MS Works | Hinds Community College                  | Maintenance Occupations        | 5                 | \$7,299.95   |
| Southcentral MS Works | Hinds Community College                  | Miscellaneous Occupations      | 148               | \$218,160.65 |
| Southcentral MS Works | Hinds Community College                  | Service Occupations            | 3                 | \$6,105.50   |
| Southcentral MS Works | Hinds Community College                  | Welding Occupations            | 2                 | \$5,129.00   |
| Southcentral MS Works | Holmes Community College                 | Academic Classes               | 1                 | \$1,413.95   |
| Southcentral MS Works | Holmes Community College                 | Health Related Occupations     | 1                 | \$2,330.00   |
| Southcentral MS Works | Itawamba Community College               | Health Related Occupations     | 1                 | \$1,790.00   |
| Southcentral MS Works | Meridian Community College               | Health Related Occupations     | 8                 | \$21,112.88  |
| Southcentral MS Works | Mississippi Delta Community College      | Health Related Occupations     | 4                 | \$9,494.24   |
| Southcentral MS Works | Mississippi Gulf Coast Community College | Health Related Occupations     | 2                 | \$7,141.40   |

## All Local Workforce Development Areas

| Local Area            | Provider Name                               | Course Major                   | # of Participants | Total Amount |
|-----------------------|---|--------------------------------|-------------------|--------------|
| Southcentral MS Works | Phillips Community College UA-Helena Campus | Health Related Occupations     | 1                 | \$2,212.11   |
| Southcentral MS Works | Southwest Mississippi Community College     | Health Related Occupations     | 14                | \$53,962.70  |
| Southcentral MS Works | University of Mississippi                   | Academic Classes               | 1                 | \$1,500.00   |
| Southcentral MS Works | University of Southern Mississippi          | Service Occupations            | 3                 | \$9,500.00   |
| Twin Districts        | Ace Training Center, Inc.                   | Truck Driving                  | 14                | \$58,700.00  |
| Twin Districts        | CRW Truck Driving Training School           | Truck Driving                  | 5                 | \$18,200.00  |
| Twin Districts        | East Central Community College              | Health Related Occupations     | 8                 | \$26,465.00  |
| Twin Districts        | East Central Community College              | Truck Driving                  | 11                | \$27,500.00  |
| Twin Districts        | East Central Community College              | Welding Occupations            | 1                 | \$3,130.00   |
| Twin Districts        | Hinds Community College                     | Health Related Occupations     | 2                 | \$4,253.00   |
| Twin Districts        | Jones College                               | Building & Construction Trades | 2                 | \$964.00     |
| Twin Districts        | Jones College                               | Health Related Occupations     | 12                | \$44,680.42  |
| Twin Districts        | Jones College                               | Truck Driving                  | 25                | \$33,237.00  |
| Twin Districts        | Jones College                               | Welding Occupations            | 2                 | \$1,538.00   |
| Twin Districts        | Meridian Community College                  | Health Related Occupations     | 41                | \$95,177.45  |
| Twin Districts        | Meridian Community College                  | Maintenance Occupations        | 1                 | \$1,356.00   |
| Twin Districts        | Meridian Community College                  | Truck Driving                  | 17                | \$45,093.81  |
| Twin Districts        | Mississippi Gulf Coast Community College    | Academic Classes               | 6                 | \$20,394.00  |

## All Local Workforce Development Areas

| Local Area     | Provider Name                            | Course Major                   | # of Participants | Total Amount          |
|----------------|--|--------------------------------|-------------------|-----------------------|
| Twin Districts | Mississippi Gulf Coast Community College | Business Occupations           | 7                 | \$22,711.15           |
| Twin Districts | Mississippi Gulf Coast Community College | Health Related Occupations     | 43                | \$145,390.14          |
| Twin Districts | Mississippi Gulf Coast Community College | Maintenance Occupations        | 1                 | \$4,413.45            |
| Twin Districts | Mississippi Truck Driving School, LLC    | Truck Driving                  | 2                 | \$8,400.00            |
| Twin Districts | Pearl River Community College            | Academic Classes               | 2                 | \$2,610.00            |
| Twin Districts | Pearl River Community College            | Automotive Occupations         | 1                 | \$2,170.00            |
| Twin Districts | Pearl River Community College            | Building & Construction Trades | 1                 | \$100.00              |
| Twin Districts | Pearl River Community College            | Business Occupations           | 1                 | \$2,000.00            |
| Twin Districts | Pearl River Community College            | Electrical Occupations         | 2                 | \$6,720.00            |
| Twin Districts | Pearl River Community College            | Health Related Occupations     | 30                | \$95,052.89           |
| Twin Districts | Pearl River Community College            | Service Occupations            | 12                | \$22,200.00           |
| Twin Districts | Pearl River Community College            | Welding Occupations            | 2                 | \$600.00              |
| Twin Districts | Southwest Mississippi Community College  | Health Related Occupations     | 2                 | \$4,440.00            |
| Twin Districts | Truck Driver Institute, Inc.             | Truck Driving                  | 1                 | \$3,750.00            |
| Twin Districts | University of Southern Mississippi       | Service Occupations            | 4                 | \$14,462.00           |
| <b>TOTAL</b>   |  |                                | <b>1,388</b>      | <b>\$3,191,886.22</b> |

# Individual Training Accounts by Local Workforce Development Area

## Delta Individual Training Accounts

| Provider Name                             | Course/Major                   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|---|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Ace Training Center, Inc.                 | Truck Driving                  | 40                         | \$168,000.00          | \$168,000.00              | \$4,200.00           |
| Alcorn State University School of Nursing | Health Related Occupations     | 2                          | \$7,017.75            | \$7,017.75                | \$3,508.88           |
| Coahoma Community College                 | Health Related Occupations     | 33                         | \$63,981.89           | \$63,981.89               | \$1,938.85           |
| Compusystems, Incorporated                | Computer Occupations           | 1                          | \$1,000.00            | \$3,000.00                | \$1,000.00           |
|   | Miscellaneous Occupations      | 2                          | \$2,000.00            |                           |                      |
| CRW Truck Driving Training School         | Truck Driving                  | 16                         | \$67,200.00           | \$67,200.00               | \$4,200.00           |
| Delta State University                    | Academic Classes               | 55                         | \$118,773.33          | \$254,208.07              | \$2,332.18           |
|   | Business Occupations           | 17                         | \$41,438.70           |                           |                      |
|   | Computer Occupations           | 4                          | \$9,453.49            |                           |                      |
|   | Health Related Occupations     | 33                         | \$84,542.55           |                           |                      |
| Hinds Community College                   | Health Related Occupations     | 4                          | \$7,903.70            | \$7,903.70                | \$1,975.93           |
| Holmes Community College                  | Health Related Occupations     | 11                         | \$31,992.35           | \$31,992.35               | \$2,908.40           |
| Mississippi Delta Community College       | Building & Construction Trades | 3                          | \$675.00              | \$202,753.44              | \$2,330.50           |
|   | Health Related Occupations     | 77                         | \$187,153.44          |                           |                      |
|   | Service Occupations            | 3                          | \$7,325.00            |                           |                      |
|   | Truck Driving                  | 4                          | \$7,600.00            |                           |                      |
| Mississippi Truck Driving School, LLC     | Truck Driving                  | 10                         | \$42,000.00           | \$42,000.00               | \$4,200.00           |
| Mississippi University for Women          | Health Related Occupations     | 1                          | \$6,000.00            | \$6,000.00                | \$6,000.00           |

## Delta Individual Training Accounts

| Provider Name                                  | Course/Major               | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|--|----------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Mississippi Valley State University            | Academic Classes           | 9                          | \$30,000.00           | \$68,000.00               | \$3,090.91           |
|  | Business Occupations       | 12                         | \$36,000.00           |                           |                      |
|  | Miscellaneous Occupations  | 1                          | \$2,000.00            |                           |                      |
| Northwest Mississippi Community College        | Automotive Occupations     | 1                          | \$3,158.00            | \$47,194.25               | \$2,949.64           |
|  | Health Related Occupations | 15                         | \$44,036.25           |                           |                      |
| Phillips Community College<br>UA-Helena Campus | Health Related Occupations | 8                          | \$18,674.03           | \$18,674.03               | \$2,334.25           |
| Truck Driver Institute, Inc.                   | Truck Driving              | 14                         | \$58,800.00           | \$58,800.00               | \$4,200.00           |
| <b>TOTAL</b>                                   |                            | <b>376</b>                 | <b>\$1,046,725.48</b> | <b>\$1,046,725.48</b>     | <b>\$2,783.84</b>    |

## MS Partnership Individual Training Accounts

| Provider Name                     | Course/Major Description   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|-----------------------------------|----------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Bevill State Community College    | Health Related Occupations | 6                          | \$12,205.00           | \$12,205.00               | \$2,034.17           |
| Coahoma Community College         | Health Related Occupations | 5                          | \$15,500.00           | \$15,500.00               | \$3,100.00           |
| CRW Truck Driving Training School | Truck Driving              | 7                          | \$17,500.00           | \$17,500.00               | \$2,500.00           |
| Delta State University            | Health Related Occupations | 2                          | \$2,375.50            | \$2,375.50                | \$1,187.75           |
| East Central Community College    | Health Related Occupations | 18                         | \$16,395.00           | \$16,395.00               | \$910.83             |



|  |                                |    |             |              |            |
|--|--------------------------------|----|-------------|--------------|------------|
| East Mississippi Community College       | Automotive Occupations         | 2  | \$3,000.00  | \$123,233.00 | \$970.34   |
|  | Building & Construction Trades | 2  | \$3,410.00  |              |            |
|  | Computer Occupations           | 9  | \$13,500.00 |              |            |
|  | Electrical Occupations         | 4  | \$7,540.25  |              |            |
|  | Health Related Occupations     | 45 | \$34,278.00 |              |            |
|  | Maintenance Occupations        | 1  | \$860.00    |              |            |
|  | Manufacturing                  | 34 | \$17,514.75 |              |            |
|  | Production Machine Occ.        | 5  | \$8,220.00  |              |            |
|  | Truck Driving                  | 16 | \$30,750.00 |              |            |
|  | Welding Occupations            | 9  | \$4,160.00  |              |            |
| Hinds Community College                  | Health Related Occupations     | 1  | \$3,000.00  | \$3,000.00   | \$3,000.00 |
| Holmes Community College                 | Electrical Occupations         | 1  | \$1,500.00  | \$42,302.35  | \$2,350.13 |
|  | Health Related Occupations     | 17 | \$40,802.35 |              |            |
| Itawamba Community College               | Academic Classes               | 3  | \$2,233.00  | \$100,957.61 | \$1,529.66 |
|  | Automotive Occupations         | 2  | \$4,500.00  |              |            |
|  | Electrical Occupations         | 2  | \$5,340.00  |              |            |
|  | Health Related Occupations     | 41 | \$48,965.61 |              |            |
|  | Truck Driving                  | 17 | \$39,550.00 |              |            |
|  | Welding Occupations            | 1  | \$369.00    |              |            |
| Medical 2 Career College, Inc.           | Health Related Occupations     | 3  | \$4,000.00  | \$4,000.00   | \$1,333.33 |
| Meridian Community College               | Health Related Occupations     | 9  | \$25,350.00 | \$25,350.00  | \$2,816.67 |
| Mississippi Delta Community College      | Health Related Occupations     | 1  | \$390.00    | \$390.00     | \$390.00   |
| Mississippi Gulf Coast Community College | Health Related Occupations     | 1  | \$3,000.00  | \$3,000.00   | \$3,000.00 |

|   |                            |            |                     |                     |                   |
|---|----------------------------|------------|---------------------|---------------------|-------------------|
| Mississippi Truck Driving School, LLC   | Truck Driving              | 100        | \$197,000.00        | \$197,000.00        | \$1,970.00        |
| Mississippi Valley State University     | Academic Classes           | 1          | \$1,500.00          | \$1,500.00          | \$1,500.00        |
| Northeast Mississippi Community College | Academic Classes           | 6          | \$5,558.00          | \$69,119.50         | \$1,304.14        |
|   | Computer Occupations       | 1          | \$1,500.00          |                     |                   |
|   | Health Related Occupations | 22         | \$26,061.50         |                     |                   |
|   | Truck Driving              | 24         | \$36,000.00         |                     |                   |
| Northwest Mississippi Community College | Computer Occupations       | 1          | \$1,500.00          | \$93,803.65         | \$2,758.93        |
|   | Electrical Occupations     | 1          | \$500.00            |                     |                   |
|   | Health Related Occupations | 28         | \$86,728.65         |                     |                   |
|   | Maintenance Occupations    | 1          | \$3,000.00          |                     |                   |
|   | Truck Driving              | 3          | \$2,075.00          |                     |                   |
| Pearl River Community College           | Health Related Occupations | 1          | \$3,000.00          | \$3,000.00          | \$3,000.00        |
| Truck Driver Institute, Inc.            | Truck Driving              | 3          | \$6,500.00          | \$6,500.00          | \$2,166.67        |
| <b>TOTAL</b>                            |                            | <b>456</b> | <b>\$737,131.61</b> | <b>\$737,131.61</b> | <b>\$1,616.52</b> |

### Southcentral MS Works Individual Training Accounts

| Provider Name                             | Course/Major Description   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|---|----------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Accelerated Dental Assisting Academy      | Health Related Occupations | 3                          | \$7,932.00            | \$7,932.00                | \$2,644.00           |
| Ace Training Center, Inc.                 | Truck Driving              | 25                         | \$105,000.00          | \$105,000.00              | \$4,200.00           |
| Alcorn State University School of Nursing | Health Related Occupations | 2                          | \$12,957.08           | \$12,957.08               | \$6,478.54           |
| Copiah-Lincoln Community College          | Health Related Occupations | 15                         | \$35,813.27           | \$36,808.27               | \$2,300.52           |
|   | Welding Occupations        | 1                          | \$995.00              |                           |                      |

## Southcentral MS Works Individual Training Accounts

| Provider Name                                  | Course/Major Description       | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|--|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| CRW Truck Driving Training School              | Truck Driving                  | 23                         | \$93,450.00           | \$93,450.00               | \$4,063.04           |
| Delta State University                         | Academic Classes               | 4                          | \$14,133.00           | \$14,133.00               | \$3,533.25           |
| East Central Community College                 | Health Related Occupations     | 2                          | \$7,644.96            | \$7,644.96                | \$3,822.48           |
| Hinds Community College                        | Automotive Occupations         | 3                          | \$5,722.50            | \$303,938.23              | \$1,625.34           |
|  | Building & Construction Trades | 1                          | \$2,434.25            |                           |                      |
|  | Business Occupations           | 6                          | \$16,828.05           |                           |                      |
|  | Health Related Occupations     | 19                         | \$42,258.33           |                           |                      |
|  | Maintenance Occupations        | 5                          | \$7,299.95            |                           |                      |
|  | Miscellaneous Occupations      | 148                        | \$218,160.65          |                           |                      |
|  | Service Occupations            | 3                          | \$6,105.50            |                           |                      |
| Holmes Community College                       | Welding Occupations            | 2                          | \$5,129.00            | \$3,743.95                | \$1,871.98           |
|  | Academic Classes               | 1                          | \$1,413.95            |                           |                      |
| Holmes Community College                       | Health Related Occupations     | 1                          | \$2,330.00            | \$1,790.00                | \$1,790.00           |
|  | Academic Classes               | 1                          | \$1,413.95            |                           |                      |
| Itawamba Community College                     | Health Related Occupations     | 1                          | \$1,790.00            | \$1,790.00                | \$1,790.00           |
| Meridian Community College                     | Health Related Occupations     | 8                          | \$21,112.88           | \$21,112.88               | \$2,639.11           |
| Mississippi Delta Community College            | Health Related Occupations     | 4                          | \$9,494.24            | \$9,494.24                | \$2,373.56           |
| Mississippi Gulf Coast Community College       | Health Related Occupations     | 2                          | \$7,141.40            | \$7,141.40                | \$3,570.70           |
| Phillips Community College<br>UA-Helena Campus | Health Related Occupations     | 1                          | \$2,212.11            | \$2,212.11                | \$2,212.11           |
| Southwest Mississippi Community College        | Health Related Occupations     | 14                         | \$53,962.70           | \$53,962.70               | \$3,854.48           |

## Southcentral MS Works Individual Training Accounts

| Provider Name                      | Course/Major Description | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|------------------------------------|--------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| University of Mississippi          | Academic Classes         | 1                          | \$1,500.00            | \$1,500.00                | \$1,500.00           |
| University of Southern Mississippi | Service Occupations      | 3                          | \$9,500.00            | \$9,500.00                | \$3,166.67           |
| <b>TOTAL</b>                       |                          | <b>298</b>                 | <b>\$692,320.82</b>   | <b>\$692,320.82</b>       | <b>\$2,323.22</b>    |

## Twin Districts Individual Training Accounts

| Provider Name                     | Course/Major                   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|-----------------------------------|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Ace Training Center, Inc.         | Truck Driving                  | 14                         | \$58,700.00           | \$58,700.00               | \$4,192.86           |
| CRW Truck Driving Training School | Truck Driving                  | 5                          | \$18,200.00           | \$18,200.00               | \$3,640.00           |
| East Central Community College    | Health Related Occupations     | 8                          | \$26,465.00           | \$57,095.00               | \$2,854.75           |
|                                   | Truck Driving                  | 11                         | \$27,500.00           |                           |                      |
|                                   | Welding Occupations            | 1                          | \$3,130.00            |                           |                      |
| Hinds Community College           | Health Related Occupations     | 2                          | \$4,253.00            | \$4,253.00                | \$2,126.50           |
| Jones College                     | Building & Construction Trades | 2                          | \$964.00              | \$80,419.42               | \$1,961.45           |
|                                   | Health Related Occupations     | 12                         | \$44,680.42           |                           |                      |
|                                   | Truck Driving                  | 25                         | \$33,237.00           |                           |                      |
|                                   | Welding Occupations            | 2                          | \$1,538.00            |                           |                      |

## Twin Districts Individual Training Accounts

| Provider Name                            | Course/Major                   | Total Participants Trained | Total Budgeted Amount | Total Amount Per Provider | Cost per Participant |
|--|--------------------------------|----------------------------|-----------------------|---------------------------|----------------------|
| Meridian Community College               | Health Related Occupations     | 41                         | \$95,177.45           | \$141,627.26              | \$2,400.46           |
|  | Maintenance Occupations        | 1                          | \$1,356.00            |                           |                      |
|  | Truck Driving                  | 17                         | \$45,093.81           |                           |                      |
| Mississippi Gulf Coast Community College | Academic Classes               | 6                          | \$20,394.00           | \$192,908.74              | \$3,384.36           |
|  | Business Occupations           | 7                          | \$22,711.15           |                           |                      |
|  | Health Related Occupations     | 43                         | \$145,390.14          |                           |                      |
|  | Maintenance Occupations        | 1                          | \$4,413.45            |                           |                      |
| Mississippi Truck Driving School, LLC    | Truck Driving                  | 2                          | \$8,400.00            | \$8,400.00                | \$4,200.00           |
| Pearl River Community College            | Academic Classes               | 2                          | \$2,610.00            | \$131,452.89              | \$2,577.51           |
|  | Automotive Occupations         | 1                          | \$2,170.00            |                           |                      |
|  | Building & Construction Trades | 1                          | \$100.00              |                           |                      |
|  | Business Occupations           | 1                          | \$2,000.00            |                           |                      |
|  | Electrical Occupations         | 2                          | \$6,720.00            |                           |                      |
|  | Health Related Occupations     | 30                         | \$95,052.89           |                           |                      |
|  | Service Occupations            | 12                         | \$22,200.00           |                           |                      |
|  | Welding Occupations            | 2                          | \$600.00              |                           |                      |
| Southwest Mississippi Community College  | Health Related Occupations     | 2                          | \$4,440.00            | \$4,440.00                | \$2,220.00           |
| Truck Driver Institute, Inc.             | Truck Driving                  | 1                          | \$3,750.00            | \$3,750.00                | \$3,750.00           |
| University of Southern Mississippi       | Service Occupations            | 4                          | \$14,462.00           | \$14,462.00               | \$3,615.50           |
| <b>TOTAL</b>                             |                                | <b>258</b>                 | <b>\$715,708.31</b>   | <b>\$715,708.31</b>       | <b>\$2,774.06</b>    |

# Statewide Individual Training Account Types and Participants

The following tables identify the breakdown of ITA spending by Fund Source Category, Local Workforce Area, and by Occupational Training Type. These tables help demonstrate the diversity of both the areas served and the multiple training types for which funds were provided.

## ITA by Fund Source Category

| Fund Source Category | Number of Students Trained | Total Amount Spent    |
|----------------------|----------------------------|-----------------------|
| Adult                | 1,117                      | \$2,598,038.60        |
| Dislocated Worker    | 54                         | \$398,612.40          |
| Youth                | 117                        | \$195,235.22          |
| <b>TOTAL</b>         | <b>1,388</b>               | <b>\$3,191,886.22</b> |

## ITA by Local Workforce Area

| Local Workforce Development Area | Number of Students Trained | Total Amount Spent    |
|----------------------------------|----------------------------|-----------------------|
| Delta                            | 376                        | \$1,046,725.48        |
| MS Partnership                   | 456                        | \$737,131.61          |
| Southcentral MS Works            | 298                        | \$692,320.82          |
| Twin Districts                   | 258                        | \$715,708.31          |
| <b>TOTAL</b>                     | <b>1,388</b>               | <b>\$3,191,886.22</b> |

## ITA by Occupational Training Type

| Occupational Training Type     | Number of Students Trained | Total Amount Spent    |
|--------------------------------|----------------------------|-----------------------|
| Academic Classes               | 88                         | \$198,115.28          |
| Automotive Occupations         | 9                          | \$18,550.50           |
| Building & Construction Trades | 9                          | \$7,583.25            |
| Business Occupations           | 43                         | \$118,977.90          |
| Computer Occupations           | 16                         | \$26,953.49           |
| Electrical Occupations         | 10                         | \$21,600.25           |
| Health Related Occupations     | 594                        | \$1,393,461.44        |
| Maintenance Occupations        | 9                          | \$16,929.40           |
| Manufacturing                  | 34                         | \$17,514.75           |
| Miscellaneous Occupations      | 151                        | \$222,160.65          |
| Production Machine Occupations | 5                          | \$8,220.00            |
| Service Occupations            | 25                         | \$59,592.50           |
| Truck Driving                  | 377                        | \$1,066,305.81        |
| Welding Occupations            | 18                         | \$15,921.00           |
| <b>TOTAL</b>                   | <b>1,388</b>               | <b>\$3,191,886.22</b> |

# Individual Training Account Course Listing

## ACADEMIC CLASSES

ALTERNATE ROUTE TO TEACHER'S LICENSE  
BACHELOR OF BUSINESS ADMINISTRATION - GENERAL  
BACHELOR OF SCIENCE IN AUDIOLOGY & SPEECH PATHOLOGY  
BACHELOR OF SCIENCE IN BIOLOGY  
BACHELOR OF SCIENCE IN CHEMISTRY  
BACHELOR OF SCIENCE IN CRIMINAL JUSTICE  
BACHELOR OF SCIENCE IN EDUCATION - ELEMENTARY ED  
BACHELOR OF SCIENCE INTERDISCIPLINARY STUDIES(K-8)  
BACHELOR'S OF FINE ART  
BACHELOR'S OF SCIENCE - HEALTH, PHYS EDU, & REC  
BACHELOR'S OF SCIENCE IN NUTRITION AND DIETETICS  
BASIC LAW ENFORCEMENT  
ELEMENTARY EDUCATION - ASSOCIATES DEGREE  
EMERGENCY MEDICAL TECH - BASIC  
ENTERTAINMENT INDUSTRY - BACHELOR OF SCIENCE  
INSTRUMENTATION TECHNOLOGY  
SOCIAL WORK - BACHELOR OF SOCIAL WORK

## AUTOMOTIVE OCCUPATIONS

AUTO MECHANIC - ASSOCIATE  
AUTOMOTIVE ELECTRONIC TECH  
AUTOMOTIVE SERVICE TECH. - CERTIFICATE  
AUTOMOTIVE SERVICES TECH. - ASSOCIATE  
AUTOMOTIVE SERVICES TECH. - TECHNICAL  
INDUSTRIAL MAINTENANCE - ASSOCIATE DEGREE

## BUILDING & CONSTRUCTION TRADES

CONSTRUCTION SKILLS - MULTI CRAFT SHORT TERM -CERT  
DRAFTING AND DESIGN - ASSOCIATE DEGREE  
ELECTRICAL - INTRODUCTION - ONE YEAR CERTIFICATE  
HEAVY EQUIPMENT & MAINTENANCE OPERATIONS COMBO  
PIPEFITTING  
SHIPFITTING / SHIPBUILDING - ENTRY LEVEL  
WELDING NCCER APPRENTICESHIP LEVELS 1 - 4

## BUSINESS OCCUPATIONS

ACCOUNTING TECH  
BACHELOR OF BUSINESS ADMIN - ACCOUNTING  
BACHELOR OF BUSINESS ADMINISTRATION - MARKETING  
BACHELOR OF SCIENCE - INTERDISCIPLINARY STUDIES  
BANKING-TECHNICAL CERTIFICATE  
BUSINESS ADMINISTRATION  
BUSINESS ADMINISTRATION IN FINANCE - BACHELOR'S  
BUSINESS OFFICE TECH. - CERTIFICATE  
MARKETING MANAGEMENT  
OFFICE SYSTEM TECH - CERTIFICATE  
PROCESS OPERATIONS - 2 YEAR

## COMPUTER OCCUPATIONS

BACHELOR OF BUSINESS ADMINISTRATION - COMPUTER  
INFORMATION SYSTEMS  
COMPUTER CODING ACADEMY  
COMPUTER INFORMATION SYSTEMS TECH (LAN)  
COMPUTER SYSTEMS TECH- ASSOCIATE  
COMPUTER TECHNOLOGY - CERTIFICATE  
COMPUTERIZED BUSINESS SYSTEMS  
INFORMATION SYSTEMS TECHNOLOGY - ASSOCIATES DEGREE

## ELECTRICAL OCCUPATIONS

ELECTRICAL LINEMAN  
ELECTRICAL TECH - ASSOCIATE  
ELECTRONICS TECHNOLOGY -ASSOCIATE DEGREE  
INDUSTRIAL ELECTRONICS ENGINEERING TECHNOLOGY

## HEALTH RELATED OCCUPATIONS

BACHELOR'S IN BUSINESS - HEALTHCARE ADMINISTRATION  
DENTAL ASSISTING TECHNOLOGY - CERTIFICATE  
DENTAL HYGIENE  
EMERGENCY MED TECHNOLOGY / PARAMEDIC  
HEALTH CARE ASSISTANT  
HEALTH INFORMATION TECH  
MEDICAL ASSISTANT - ASSOCIATE DEGREE  
MEDICAL ASSISTANT - CERTIFICATE  
MEDICAL CLERICAL/BILLING CLERK  
MEDICAL INSURANCE BILLING AND CODING  
MEDICAL LAB  
MEDICAL OFFICE TECHNOLOGY - HEALTH CARE DATA  
NURSING - ACCELERATED TRACK LPN TO RN  
NURSING - ASSOCIATE DEGREE (RN)  
NURSING - BACHELOR OF SCIENCE (BSN)  
NURSING - CERTIFIED NURSING ASSISTANT (CNA)  
NURSING - LICENSED PRACTICAL NURSE (LPN)  
OCCUPATIONAL THERAPY  
PHARMACY TECH  
PHLEBOTOMY (CLINICAL )  
PHYSICAL THERAPIST ASSIST TECH  
POLYSOMNOGRAPHY TECHNOLOGY-ASSOCIATES DEGREE  
RADIOGRAPHY TECH - ASSOCIATE DEGREE  
RESPIRATORY CARE  
SURGICAL TECH - ASSOCIATE DEGREE

## MAINTENANCE OCCUPATIONS

ELECTROMECHANICAL TECHNICIAN  
HEATING & AIR CONDITIONING - CERTIFICATE  
INDUSTRIAL MAINTENANCE - CAREER CERTIFICATE  
INDUSTRIAL MAINTENANCE - TECHNICAL CERTIFICATE  
MAINTENANCE-COMMERCIAL/RESIDENTIAL  
MANUFACTURING TECH. - ASSOCIATE DEGREE

## MANUFACTURING

COMPOSITE MANUFACTURE - AIRCRAFT  
MANUFACTURING - BASIC SKILLS

## MASSAGE THERAPY

MASSAGE THERAPIST

## MISCELLANEOUS OCCUPATIONS

BACHELOR OF ARTS IN PRE-LAW/LEGAL STUDIES  
MEDICAL DATA TECHNOLOGY - CAREER CERTIFICATE  
MI-BEST BASIC ESSENTIAL SKILLS  
OFFICE SYSTEMS TECHNOLOGY - CERTIFICATE

## PRODUCTION MACHINE OCCUPATIONS

AVIONICS - CABLING  
MILLWRIGHT

## SERVICE OCCUPATIONS

BASIC LAW ENFORCEMENT TRAINING  
CULINARY ARTS (CHEF & RELATED OCCUPATIONS) -CERTIFICATE  
TRUCK DRIVER - ACCELERATED

## TRUCK DRIVING

CDL TRAINING  
TRUCK DRIVER  
TRUCK DRIVER - EVENING PROGRAM

## WELDING OCCUPATIONS

SHORT TERM WELDING TRAINING  
WELDING - CAREER CERTIFICATE  
WELDING & CUTTING  
WELDING BASIC  
WELDING, BRAZING, AND SOLDERING



# APPENDIX C

## Title I. Supplemental Information

### Individuals Served by Service Center

**Basic Career Services** - Basic career services are universally accessible and must be made available to all individuals seeking employment and training services. Generally, these services include services such as: eligibility determinations, initial skill assessments, labor exchange services, provision of information on programs and services, and program referrals.

**Individualized Career Services** - Individualized career services must be provided to participants after WIN Job Center staff determine that such services are required to retain or obtain employment, consistent with any applicable statutory priorities. Generally, these services involve significant staff time and customization to each individual's need. Individualized career services include services such as: specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

#### Delta

| Service Center            | Basic | Individualized | Training | Total Individuals Served |
|---------------------------|-------|----------------|----------|--------------------------|
| Batesville WIN Job Center | 209   | 154            | 38       | 247                      |
| Bolivar County CCA        | 0     | 46             | 1        | 46                       |
| Clarksdale WIN Job Center | 186   | 244            | 118      | 247                      |
| ClevelandWIN Job Center   | 238   | 299            | 182      | 309                      |
| Coahoma Community College | 0     | 30             | 5        | 30                       |
| Greenville WIN Job Center | 342   | 293            | 117      | 346                      |
| Greenwood WIN Job Center  | 297   | 307            | 163      | 318                      |
| Indianola WIN Job Center  | 198   | 266            | 102      | 275                      |
| Lexington WIN Job Center  | 16    | 21             | 12       | 24                       |
| Mid State Opportunity Inc | 0     | 35             | 0        | 35                       |

## Delta

| Service Center  | Basic        | Individualized | Training   | Total Individuals Served |
|---|--------------|----------------|------------|--------------------------|
| North Central Planning and Development District - (DELTA) | 0            | 55             | 0          | 55                       |
| South Delta PDD   | 0            | 0              | 1          | 1                        |
| Sunflower Humphreys County Progress                       | 0            | 66             | 63         | 66                       |
| WWISCCA (Delta)   | 0            | 67             | 0          | 67                       |
| <b>DELTA TOTAL</b>  | <b>1,483</b> | <b>1,857</b>   | <b>802</b> | <b>2,037</b>             |

## Mississippi Partnership

| Service Center                                    | Basic | Individualized | Training | Total Individuals Served |
|---|-------|----------------|----------|--------------------------|
| Amory WIN Job Center                              | 69    | 26             | 20       | 92                       |
| Calhoun County WIN Job Center                     | 22    | 4              | 0        | 22                       |
| Corinth WIN Job Center                            | 277   | 325            | 208      | 427                      |
| DeSoto County WIN Job Center                      | 245   | 249            | 212      | 270                      |
| East Mississippi Community College - (MP)         | 160   | 163            | 4        | 164                      |
| Golden Triangle Planning and Development District | 89    | 88             | 0        | 89                       |
| Grenada WIN Job Center                            | 131   | 42             | 15       | 131                      |
| Houston WIN Job Center                            | 64    | 25             | 19       | 88                       |
| Itawamba Community College                        | 91    | 122            | 2        | 122                      |
| Iuka WIN Job Center                               | 152   | 95             | 82       | 181                      |
| Louisville WIN Job Center                         | 134   | 50             | 43       | 135                      |
| Marshall County WIN Job Center                    | 40    | 172            | 38       | 185                      |

## Mississippi Partnership

| Service Center   | Basic        | Individualized | Training     | Total Individuals Served |
|--|--------------|----------------|--------------|--------------------------|
| Mayhew WIN Job Center                                  | 418          | 604            | 138          | 726                      |
| New Albany WIN Job Center                              | 131          | 74             | 72           | 131                      |
| North Central Planning and Development District - (MP) | 68           | 69             | 0            | 69                       |
| Northeast Mississippi Community College - (MP)         | 84           | 85             | 0            | 85                       |
| Northwest Mississippi Community College                | 96           | 110            | 1            | 110                      |
| Oxford WIN Job Center                                  | 271          | 204            | 141          | 345                      |
| Pontotoc WIN Job Center                                | 62           | 79             | 56           | 142                      |
| Senatobia WIN Job Center                               | 20           | 123            | 17           | 130                      |
| Three Rivers PDD                                       | 82           | 86             | 1            | 87                       |
| Tupelo WIN Job Center                                  | 384          | 445            | 409          | 612                      |
| West Point WIN Job Center                              | 93           | 44             | 12           | 102                      |
| <b>MISSISSIPPI PARTNERSHIP TOTAL</b>                   | <b>3,095</b> | <b>3,118</b>   | <b>1,490</b> | <b>4,232</b>             |

## Southcentral MS Works

| Service Center                   | Basic | Individualized | Training | Total Individuals Served |
|----------------------------------|-------|----------------|----------|--------------------------|
| Brookhaven WIN Job Center        | 94    | 113            | 35       | 129                      |
| Central MS PDD                   | 70    | 107            | 61       | 110                      |
| Copiah Lincoln Community College | 0     | 2              | 0        | 2                        |
| Hinds Community College          | 362   | 476            | 391      | 517                      |
| Jackson CMPDD                    | 5     | 14             | 8        | 21                       |
| Jackson WIN Job Center           | 207   | 256            | 18       | 263                      |

## Southcentral MS Works

| Service Center  | Basic        | Individualized | Training   | Total Individuals Served |
|---|--------------|----------------|------------|--------------------------|
| Madison County WIN Job Center                               | 156          | 130            | 11         | 160                      |
| Madison County Youth Court Jobs4 Youth                      | 0            | 24             | 18         | 24                       |
| McComb WIN Job Center                                       | 124          | 128            | 16         | 136                      |
| Mendenhall WIN Job Center                                   | 2            | 3              | 0          | 3                        |
| Mississippi Roadmap To Health Equity                        | 0            | 1              | 0          | 1                        |
| MS Job Corps  | 0            | 2              | 0          | 2                        |
| Natchez WIN Job Center                                      | 253          | 261            | 14         | 280                      |
| Pearl WIN Job Center  | 152          | 157            | 5          | 175                      |
| Pearl CMPDD   | 1            | 8              | 9          | 18                       |
| Vicksburg WIN Job Center                                    | 309          | 299            | 4          | 320                      |
| Vicksburg CMPDD   | 0            | 14             | 3          | 17                       |
| Vocational Rehabilitation                                   | 18           | 19             | 0          | 19                       |
| WCARC   | 0            | 3              | 0          | 3                        |
| Yazoo County dba Yazoo County Economic Development District | 0            | 3              | 0          | 3                        |
| <b>SOUTHCENTRAL MS WORKS TOTAL</b>                          | <b>1,726</b> | <b>1,924</b>   | <b>593</b> | <b>2,068</b>             |

## Twin Districts

| Service Center          | Basic | Individualized | Training | Total Individuals Served |
|-------------------------|-------|----------------|----------|--------------------------|
| CARES of Mississippi    | 16    | 22             | 0        | 22                       |
| Carthage WIN Job Center | 2     | 129            | 12       | 129                      |
| Climb CDC               | 22    | 23             | 0        | 23                       |

## Twin Districts

| Service Center                            | Basic        | Individualized | Training   | Total Individuals Served |
|---|--------------|----------------|------------|--------------------------|
| Columbia WIN Job Center                   | 139          | 194            | 22         | 195                      |
| East Central Community College            | 0            | 14             | 0          | 14                       |
| East Mississippi Community College - (TD) | 40           | 42             | 0          | 42                       |
| Forest WIN Job Center                     | 22           | 268            | 38         | 279                      |
| Gulfport WIN Job Center                   | 313          | 474            | 75         | 484                      |
| Hancock County Bay St. Louis Waveland     | 9            | 39             | 18         | 41                       |
| Hattiesburg WIN Job Center                | 216          | 458            | 49         | 462                      |
| Jones County Junior College               | 27           | 34             | 0          | 34                       |
| Laurel WIN Job Center                     | 125          | 285            | 36         | 288                      |
| Meridian WIN Job Center                   | 194          | 451            | 50         | 474                      |
| Meridian Community College                | 0            | 1              | 0          | 1                        |
| Mississippi Gulf Coast Community College  | 66           | 137            | 0          | 141                      |
| Newton WIN Job Center                     | 0            | 35             | 1          | 36                       |
| Pascagoula WIN Job Center                 | 131          | 424            | 111        | 457                      |
| Philadelphia WIN Job Center               | 1            | 37             | 0          | 38                       |
| Picayune WIN Job Center                   | 114          | 275            | 32         | 284                      |
| SMPDD                                     | 111          | 133            | 0          | 134                      |
| <b>TWIN DISTRICTS TOTAL</b>               | <b>1,540</b> | <b>3,348</b>   | <b>444</b> | <b>3,418</b>             |

# Individuals Placed by Service Center

The number of individuals placed in a job through Workforce Development Centers.

## Delta

| Service Center            | Participants Placed |
|---------------------------|---------------------|
| Batesville WIN Job Center | 39                  |
| Cleveland WIN Job Center  | 126                 |
| Indianola WIN Job Center  | 70                  |
| Lexington WIN Job Center  | 5                   |
| Clarksdale WIN Job Center | 135                 |
| Greenville WIN Job Center | 66                  |
| Greenwood WIN Job Center  | 203                 |
| <b>TOTAL</b>              | <b>627</b>          |

## Mississippi Partnership

| Service Center               | Participants Placed |
|------------------------------|---------------------|
| DeSoto County WIN Job Center | 3                   |
| Louisville WIN Job Center    | 18                  |
| West Point WIN Job Center    | 9                   |
| Iuka WIN Job Center          | 95                  |
| Oxford WIN Job Center        | 11                  |
| Houston WIN Job Center       | 38                  |
| Pontotoc WIN Job Center      | 53                  |
| New Albany WIN Job Center    | 23                  |
| Amory WIN Job Center         | 30                  |
| Mayhew WIN Job Center        | 31                  |
| Corinth WIN Job Center       | 48                  |
| Grenada WIN Job Center       | 21                  |
| Tupelo WIN Job Center        | 22                  |
| Senatobia WIN Job Center     | 1                   |
| <b>TOTAL</b>                 | <b>396</b>          |

## Twin Districts

| Service Center                | Participants Placed |
|-------------------------------|---------------------|
| Picayune WIN Job Center       | 46                  |
| Columbia WIN Job Center       | 60                  |
| Carthage WIN Job Center       | 28                  |
| Forest WIN Job Center         | 43                  |
| Newton WIN Job Center         | 9                   |
| Philadelphia WIN Job Center   | 17                  |
| Biloxi WIN Job Center         | 1                   |
| Hattiesburg WIN Job Center    | 55                  |
| Laurel WIN Job Center         | 58                  |
| Meridian WIN Job Center       | 22                  |
| Pascagoula WIN Job Center     | 126                 |
| Gulfport WIN Job Center       | 80                  |
| Hancock County WIN Job Center | 26                  |
| <b>TOTAL</b>                  | <b>564</b>          |

## Southcentral Mississippi MS Works

| Service Center                | Participants Placed |
|-------------------------------|---------------------|
| Brookhaven WIN Job Center     | 38                  |
| Madison County WIN Job Center | 33                  |
| Mendenhall WIN Job Center     | 4                   |
| Pearl WIN Job Center          | 20                  |
| McComb WIN Job Center         | 25                  |
| Natchez WIN Job Center        | 25                  |
| Vicksburg WIN Job Center      | 100                 |
| Jackson WIN Job Center        | 80                  |
| <b>TOTAL</b>                  | <b>321</b>          |



MISSISSIPPI DEPARTMENT *of* EMPLOYMENT SECURITY

**2018 Workforce Innovation and Opportunity Act Annual Report**  
presented by the State Administrative Entity for WIOA in Mississippi

Submitted December 1, 2019

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